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*Minister*—HON. JOHN R. NICHOLSON

*Deputy Minister*—GEORGE V. HAYTHORNE

*Editor in Chief*—W. S. DRINKWATER

*Editor*—JACK E. NUGENT



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- ✓ On page 13—Column 3—Para. 1—Line 5—for Employees' *read* Employers'.
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## Economics and Research Branch

*Annual Report of the Department of Labour* (Covers fiscal year ending March 31). (English or French). Price 35 cents, Cat. No. L1-1964.

*Labour Organizations in Canada* (annual). Contains a brief commentary, the latest statistical data on union membership, and a directory of labour organizations with names of their principal officers, publications, and the geographic distribution of their local branches in Canada. (English or French). Price 50 cents, Cat. No. L2-2/1964.

*Industrial and Geographical Distribution of Union Membership in Canada, 1964* (English or French). Price 15 cents, Cat. No. L31-764.

*Strikes and Lockouts in Canada* (annual). Furnishes a record of strikes and lockouts occurring in Canada during a year. Tables and related texts showing strikes and lockouts by years, by areas, by industries, including time lost, number of workers involved, duration, etc. Price 35 cents, Cat. No. L2-1/1963.

*Wage Rates, Salaries and Hours of Labour*. An annual report published in loose-leaf form and followed later by a paper-bound volume. Contains the results of an annual survey at October 1 of occupational wage rates and standard hours of work in most industries. Averages and predominant ranges of wage rates for selected occupations are tabulated separately on a regional basis for some 90 industries including logging, mining, manufacturing, construction, transportation, trade and service groups. Weekly salaries for office occupations and hourly wage rates for maintenance and service occupations and for labourer for several broad industry groups are shown, on a community basis, in 52 communities. Trends in wage rates are included in tables of index numbers by industry. (Bilingual). Cat. No. L2-546.

First year service including attractive binder with index tabs and paper-bound volume, \$9.50; service without indexed binder, \$7.00; individual tables, 15 cents. Paper-bound volume, \$2.00.

*Working Conditions in Canadian Industry, 1964*. Price 50 cents, Cat. No. L2-15/1964.

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*Labour Legislation of the Past Decade*. A review of developments in Canadian labour legislation in 1951-1960 period. (English or French). Price 55 cents, Cat. No. L14-2061.

(Continued on inside back cover)



# labour gazette

Vol. LXVI, No. 1/Jan.-Feb. 1966

## Official Journal, Canada Department of Labour

Hon. John R. Nicholson  
*Minister*

George V. Haythorne  
*Deputy Minister*

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## New Minister Appointed By Prime Minister

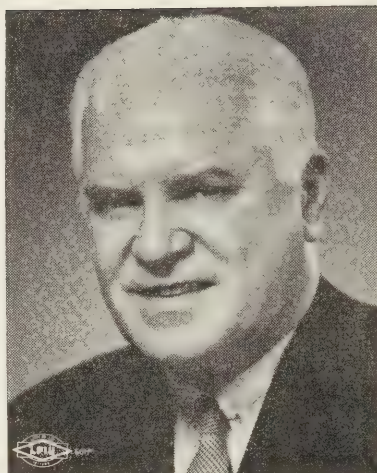
Prime Minister Lester B. Pearson's cabinet re-organization in December brings to the Department of Labour Hon. John R. Nicholson, P.C., O.B.E., Q.C., M.P., as the Minister replacing Hon. Allan J. MacEachen, who was appointed Minister of National Health and Welfare. Mr. Nicholson had been Minister of Citizenship and Immigration since February 15, 1965. In addition to being Minister of Labour, Mr. Nicholson will also be the minister responsible for Central Mortgage and Housing Corporation.

Embarking on an entirely new and demanding career at 60 is an extraordinary venture—but this is exactly the step taken by Mr. Nicholson when he accepted the nomination to run as Liberal candidate in the riding of Vancouver Centre on January 25, 1962. He was elected in 1962 and returned to Parliament in 1963, when he was made a member of the Privy Council and assumed the Forestry portfolio. He became Postmaster General on February 3, 1964.

### Additional Duties Added

Additional duties were added to his office in March 1964, when he accepted the Prime Minister's request to take over responsibility for the operation of the Central Mortgage and Housing Corporation and the National Housing Act. He

*Continued on Page 41*



**Hon. John R. Nicholson**

*Minister of Labour*

## 13-Storey Building Brings Staff Together

The Department of Labour came under one roof for the first time in 24 years when it moved into Ottawa's new 13-storey Sir Wilfrid Laurier Building in December. The building was erected by private contractor to specifications supplied by the Department.

Just before the move, owing to lack of space in one building, the Department was dispersed in nine separate locations in various parts of Canada's capital. In

*Continued on Page 41*

## Changes Announced

## Responsibilities Shifted By Split-Up

The Department of Labour, brought together recently in the Sir Wilfrid Laurier Building in Ottawa for the first time in 24 years, has been split up by the re-organization in the responsibilities of Government departments, announced in December by Prime Minister Pearson. Prior to being housed in the one building, the Department of Labour maintained offices in various locations in the city.

To achieve the new vigour and co-ordination demanded by increased emphasis on manpower policy, a Department of Manpower has been created. It includes those sections in the Department of Labour that deal with manpower placement and employment services, technical and vocational training and civilian rehabilitation. The new Department also includes the Immigration Branch of the Department of Citizenship and Immigration, in order that immigration policy may in future be effectively co-ordinated with manpower policy generally.

### Responsibilities Retained

The Department of Labour retains its full responsibility for labour standards, the administration of the labour code, industrial relations under federal jurisdiction, and Canada's work with the International Labour Office.

The Manpower Department has the Hon. Jean Marchand, former president of the Confederation of National Trade Unions, as Minister, with Tom Kent, formerly in the Prime Minister's office, as Deputy Minister.

The Economic Council of Canada has emphasized that the sustained growth of a highly productive economy depends on more highly trained manpower able to adjust its work to changing conditions and to take new opportunities for more productive and rewarding employment, the Prime Minister said in his announcement. "This is of importance to full employment and national growth. Improved programs for training and rehabilitation, and for bringing jobs and workers together, are the most important measures needed to reduce poverty," he said.

## ***Nihil perstat—non ipsa Laboris Acta***

At 66 years of age—when most of us have pretty well given up resisting the ravages of time—the LABOUR GAZETTE has put on a new face. The updated format we are introducing with the current number has been designed for greater readability and visual appeal. Behind these obvious changes are a number of other alterations that will, within a short time, enable us to put the GAZETTE into readers' hands earlier each month.

Speedier service also has been planned for users of three former

GAZETTE features—federal conciliation board reports; reasons for judgment of the Canada Labour Relations Board; and the lists of government contracts containing a fair wage clause. These will no longer be published by the LABOUR GAZETTE. Instead, they will be made available for distribution separately in a different form. For the historical record, fair wage contracts appeared in the GAZETTE in 1900, and conciliation board reports in 1907.

—The Editors

# 50 Years Ago

*Some union locals reported disbanded because almost all the members had enlisted by the end of 1915. Barbers in St. Thomas reduce their working day to 5 a.m. to 8 p.m.*

Figures on recruiting among trade unionists collected by the Department of Labour at the end of 1914 showed that considerable numbers had enlisted during the early months of the war, the LABOUR GAZETTE for January 1916 said. But returns that reached the Department at the end of 1915 suggested "unexpected increases in this direction, reports indicating that here and there practically the whole membership of a union has gone to the front, the local unit being disbanded accordingly".

"The barbers of St. Thomas, Ont., have succeeded in reducing their working hours," this journal reported. "A recent civic by-law provides that the working hours for the barber shops of the city shall be as follows: (1) ordinary working day—5 a.m. to 8 p.m.; (2) Wednesdays — 5 a.m. to 7 p.m.; (3) Saturdays — 5 a.m. to 11 p.m.; (4) on the day immediately preceding a public statutory holiday and on civic holiday — 5 a.m. to 10 p.m. When, however, a holiday falls on a Monday, then the working hours shall be from 5 a.m. to 12 noon.

## Municipal Proclamation

"The municipal proclamation states that the application for the by-law was signed by not less than three fourths of the occupiers of barber shops in the city. The union barbers had, it is said, endeavoured to arrange with others of the trade as to the matter of shorter hours; but, failing agreement in this, requested a by-law, under the provisions of the Factory, Shop and Office Building Act."

A sharp rise in prices during 1915 was reported. The Department of Labour's

index of wholesale prices (1890-99=100) which stood at 137.6 at the end of 1914, by the end of 1915 had reached 162.4.

The Economist index of wholesale prices in Great Britain (1901-05=100) showed an even greater rise during 1915, from 127.3 to 159.1. The rise in wholesale prices in the United States during the year, according to Bradstreet's index number, was 17 per cent.

## Retail Prices Increase

Retail prices in Canada, according to the method of measurement used by the Department of Labour at that time, rose during the year from \$7.97 to \$8.13 for the cost of a week's supply of 30 staple foods.

"Prices in Berlin, Germany, as shown in the official journal *Statistische Korrespondenz*, were considerably higher in October than in the previous month in butter, lard, eggs and bacon, while other articles advanced less . . . The average rise was 8.3 per cent over September and 93.1 per cent over July 1914."

In its report on labour conditions during December 1914, this journal reported that, "on the whole, labour was well employed . . . There was little in the way of unemployment except in some parts of the West and in British Columbia, and even in localities where unemployment was reported, the number out of work was much lower than at the same time last year."

Coal mining and metal mining "continued active," the GAZETTE said. "In New Brunswick, at the Lake George antimony mines, which had been closed for many years, the entire plant was

running full blast. The smelter had been at work for several weeks and several shipments of metal were made . . .

"Gold mining throughout the Porcupine and Kirkland Lake camps was at its maximum. Hollinger had a force of 1,100 men employed, and the Dome Mines were employing as many men as they could place to advantage.

"The steel industry at Sydney and Sydney Mines was working to full capacity, and the Nova Scotia Steel Company was rushing work on a new open hearth furnace to enable a larger output of steel."

"At Medicine Hat, exceptional activity prevailed in flour mills which were working day and night, turning out over 3,300 barrels of flour a day . . . At Lethbridge, flour mills were reported adding to their warehouse accommodation so as to allow the mills to run more steadily."

## Excess Labour Supply

"In British Columbia the depression lingered on. There were "not so many men unemployed here as at this season last year, yet the available labour supply was far in excess of the demand." In general, there was no improvement compared with the previous month.

"Relief was being given by the city to 520 families and 137 single men. The latter are all either aged or in some other way physically disabled."

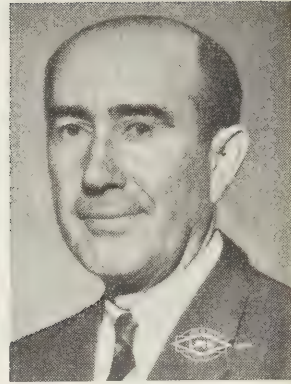
The Victoria correspondent said that "labouring conditions were in a healthier condition than was the case a year ago." The building trades, however, were "in a very depressed condition, as has been the case during the past year."



# The Freedman Report

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## Industrial Inquiry Commission Relating to CNR "Run-Throughs"



Mr. Justice Freedman

The run-through problem in its contemporary aspect and in its present dimension is primarily a product of technological change. The coming of the diesel, along with other technological advances, has made it possible for the railway to run longer distances without a change of crew than were possible in the days of the steam engine.

A study of the background of events extending over a period of at least six years shows that run-throughs were a source of tension between labour and management. All signs pointed to potential trouble ahead.

Although the company has the right, on the basis both of existing law and of usage, to institute run-throughs, the Commission believes that it should not

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Reproduced here is a condensation by Mr. Justice Freedman of his report on the problem of "run-throughs" on the Canadian National Railways.

---

continue to have that right. The institution of run-throughs should be a matter for negotiation. The present situation which permits management to make unilateral changes in working conditions during the contract period is a manifest inequity which clamours for attention and correction.

The Commission believes that the company should give to the Brotherhoods 30 days' notice of a proposed run-through as a prelude to the negotiations thereon.

### Not all Equal In Effects

Since run-throughs are not all equal in their effects, the Commission recommends that either party should have the

right to refer to an arbitrator the question whether a proposed run-through would or would not have the effect of causing a material change in working conditions. If in the arbitrator's opinion it would not, the company would at once be entitled to put its run-through plan into effect. If on the other hand it would cause a material change in working conditions, the company would be obliged (unless it could secure Brotherhood consent) to withdraw its plan until the next open period arrived for regular contract negotiation. The arbitration function here suggested should be performed by a single arbitrator to be agreed upon by the parties, or failing agreement to be designated by the Minister of Labour.

Assuming voluntary agreement between the parties is not possible for the purpose of giving effect to the Commission's recommendation, legislation would be required. Either the Railway Act or the Industrial Relations and Disputes Investigation Act could be employed. If the latter were used it would be possible to provide, by an appropriate amendment, that any technological innovation, development, or change proposed by the employer which would materially and adversely affect the working conditions of the employees should either be deferred for negotiation at the next open period or be dealt with in the same way as if it were a provision falling within the scope of subsection (2) of Section 22 of the Act. That subsection provides that parties may by their collective agreement reserve a particular issue for later consideration, and still retain the right to strike or lockout with respect to a settlement on that issue, after compliance with the compulsory conciliation proceedings of the Act. Amendment through the Industrial Relations and Disputes Investigation

Act would have the advantage of closing a gap in the statute which technological advance has revealed.

### Company Obligations to Employees

The Commission is of the view that an obligation rests upon the company to take reasonable steps toward minimizing the adverse effects which a run-through may have upon its employees. That obligation has its root in the principle that when a technological change is introduced the cost of reasonable proposals to protect employees from its adverse consequences is a proper charge against its benefits and savings.

The Commission recommends that any employee who is required to change his place of residence as a result of a run-through should be compensated by the company for financial loss suffered in the sale of his home for less than its fair value.

If the dislocated employee is not a home owner but occupies his residence under an unexpired lease he should be protected by the company from monetary loss arising from the need to terminate it.

On the issue of moving costs arising from run-throughs the Commission recommends that moving privileges for household goods be on a door-to-door rather than, as now, on a station-to-station basis.

An employee who has served the company for at least one year and who loses his employment with the company by reason of a run-through should be entitled to receive severance pay or a lump sum separation allowance along the lines set forth in the Canadian National-Canadian Pacific Act.

## far-reaching conclusions and recommendations

Hon. Allan J. MacEachen, former Minister of Labour, released in December the report of Hon. Mr. Justice Samuel Freedman, the Industrial Inquiry Commission appointed to examine problems of "run-throughs" on railways.

"Mr. Justice Freedman in his exhaustive inquiry has thrown a great deal of light," the Minister stated, "on the implications of technological change for workers directly affected, for management, for communities and for government.

"He has had to struggle with one of the key economic and social problems of our day. He has presented some far-reaching conclusions for dealing with the adjustment problems involved.

"The recommendations will require very careful consideration by all concerned, particularly since some of them would involve important innovations."

In releasing the report, Mr. MacEachen expressed his gratitude to Mr. Justice Freedman for under-

taking this long and very difficult task. It was fortunate, he said, that the Department had been able to persuade a man of Mr. Justice Freedman's ability to take the appointment.

Mr. Justice Freedman of the Manitoba Court of Appeal, was appointed in November 1964, pursuant to Section 56 of the Industrial Relations and Disputes Investigation Act, to inquire into the industrial situation arising from the running of trains of the Canadian National Railways through the terminals of Nakina, Ont., and Wainwright, Alta.

The Canadian National Railways on October 25, 1964 proposed to run certain trains through the Nakina and Wainwright terminals, and some 2,800 railway trainmen, conductors, firemen and engineers booked sick, seriously affecting railway operations.

The Commission, under its terms of reference, was able to inquire into the industrial situation arising

from the running of CNR trains through the two terminals, including any matters incidental or relating thereto, and to report to the Minister its findings on and recommendations for application to the industrial situation affecting the two terminals and for general application to similar situations that might arise in future.

The headquarters of the Commission of Inquiry was in Winnipeg. Evidence was obtained from many interested persons and parties at various points across Canada. The running trades unions directly concerned (the Brotherhood of Locomotive Engineers, the Brotherhood of Locomotive Firemen and Enginemen, and the Brotherhood of Railroad Trainmen) and other trade unions, Canadian National Railways, and municipal authorities made submissions to the Commission. The hearing extended over a period of approximately six months, ending in May 1965.

This monthly allowance would continue to be paid for a length of time determined and limited by the following table:

<b>Length of Service</b>	<b>Period of Payment months</b>
1 year and less than 2 years ....	6
2 years and less than 3 years ....	12
3 years and less than 5 years ....	18
5 years and less than 10 years ....	36
10 years and less than 15 years ....	48
15 years and over .....	60

As to the alternative of a lump sum separation allowance this would be determined in accordance with the following table:

<b>Length of Service</b>	<b>Separation Allowance months' pay</b>
1 year and less than 2 years ....	3
2 years and less than 3 years ....	6
3 years and less than 5 years ....	9
5 years and less than 10 years ....	12
10 years and less than 15 years ....	12
15 years and over .....	12

### OBLIGATIONS TO COMMUNITIES

#### Company

The Commission knows of no ground of company responsibility to communities other than that of good corporate citizenship, a ground which Canadian National itself acknowledges. The translation of that duty into action requires particular attention to matters such as timing and phasing of change, adequate advance notice, and technical assistance to aid the community in adjusting to the impact of the change.

With regard to run-throughs two contradictory policies of the company appeared to be warring for supremacy. One was a policy of giving advance notice to communities, the other was a policy of silence, lest early communication stir up unrest and agitation. The Commission expresses its approval of the first policy, its disapproval of the second.

#### Union

Good union citizenship is no less requisite than the corresponding duty placed upon corporations. It involves a recognition that change is a law of life

and that stubborn resistance to technological advance hurts everyone, labour included.

Because of complaints that the seniority system contains certain rigidities the Commission recommends that the Brotherhoods should survey that system, with a view to introducing a greater degree of flexibility in it, consistent with the general purpose it is designed to serve.

#### Government

The Commission is of the view that there is a government obligation toward communities whose existence or stability is threatened by a run-through or its consequences.

The company should give 30 days' notice of a proposed run-through to the proper officer of the affected community or communities. Within this 30-day period the community should have the right to apply to the Board of Transport Commissioners for Canada (or alternatively to the Branch Line Rationalization Authority recommended in the report of the Royal Commission on Transportation, if and when such authority is established)



for a hearing upon the company's run-through proposal. The essential purpose of such a hearing would be to consider whether the company's proposed timing and phasing of its plan were reasonable or not. The Board (or authority) would consider the probable impact on the community of the proposed run-through with a view to determining not if the run-through should be introduced at all but rather how and when it should be introduced.

If public policy requires delay in the institution of a run-through, public policy should pay for that delay. In practical terms this means that the company should be reimbursed from federal public funds for such pecuniary loss as it is compelled to sustain because of compliance with the Board's (or authority's) order imposing delay.

After a run-through has been instituted there would still be a responsibility on the nation toward an affected community to reduce the disruptive effects which the run-through has caused. That responsibility would arise both at the provincial and the federal level and would have to be shared accordingly.

Regrettably the perpetuation of a community in its existing state cannot be guaranteed. Hence, in suggesting safeguards for communities, the Commission's purpose has been not to prevent run-throughs but only to delay them for a reasonable period to allow for adjustment to their effects.

### **Responsibility for Work Stoppage**

On the critical week-end of October 25, 1964 healthy employees of the company resorted to the device of booking off sick in protest against the Nakina and Wainwright run-throughs. In so doing they caused and participated in a wildcat strike. They acted in violation of contract and of law, both civil and criminal.

The Commission finds that the Brotherhoods did not instigate the strike. Some of their leaders, however, did not do very much to stop it once it began to get under way.

The contention of company officials that the activities of Douglas Fisher produced a deterioration in labour-management relations must be rejected for want of any valid evidence in its support.

Mr. Fisher was not the author of the wildcat strike. But once the strike had started he did all he could to aid its development; with what success it is impossible to gauge, but probably with some.

The Commission is of the view that the wildcat strike was fundamentally an act of protest—primarily against run-throughs as a form of railway operation

made possible by advancing technology; secondarily, against what was regarded as the company's arbitrariness in imposing them; and finally, although to a smaller degree, against the Brotherhood leaders for having failed to secure protection against unilateral changes in working conditions being made during the existence of a contract.

### **Operational Aspects of Run-throughs**

A run-through expedites service by eliminating needless delays. The Commission finds that a saving of 10 minutes can be made as a result of a single run-through; and as the company's plans envisage 15 such run-throughs over the next three to five years, the over-all time saving would be increased accordingly.

A run-through will result in the saving of money by the company—at Nakina \$102,772 annually, at Wainwright \$145,254, and for the full run-through program over the next three to five years a total of nearly one million dollars annually.

The Commission is not prepared to condemn run-throughs as a dangerous operation or to say that they violate canons of safety.

It was claimed that extended crew runs would make the work load unbearable. The Commission finds that this contention has not been established.

The facilities in cabooses and in diesel locomotives should be improved. To say, however, that these facilities would be tolerable over one division but intolerable over two—and for that reason there should be no run-throughs—is to raise against the railway's case a ground of slender validity.

The Commission finds that run-throughs are an appropriate and justifiable railway operation. They should be instituted—in proper circumstances and under proper safeguards.

The Commission recommends that the Board of Transport Commissioners for Canada, in the vigilant exercise of its statutory powers, survey the entire matter of hours on duty, whether related to run-throughs or not, with a view to determining whether any regulatory action is required, and if so, to take such action accordingly.

### **Nakina and Wainwright Run-throughs**

The company contended that its plan with regard to Nakina was flexible and allowed for discussion between the parties. The Commission finds, however, that the actual area of permissible discussion was decidedly limited.

The company was at fault with respect to the manner in which it called and conducted a meeting at Nakina on September 30, 1964. Its announcement there

of the commendable decision to purchase the homes of dislocated men was unfortunately made without prior notice to the accredited Brotherhood representatives. This procedure impaired rather than helped labour-management relations.

The Commission finds that Nakina was not given enough notice of the proposed run-through to enable it to make proper adjustment to its very serious consequences.

The company's conduct with respect to the Wainwright run-through is open to some criticism—for example, its undue emphasis on run-throughs as a non-negotiable issue forming part of the managerial prerogative, and its refusal to protect the men displaced at Biggar from losses on real estate.

The Brotherhoods contended that meetings held in Biggar on October 8 and in Edmonton on October 11 were subject to the same criticism as the September 30 meeting at Nakina. The Commission finds, however, that the two stand on different footings entirely and that with regard to these meetings in Biggar and Edmonton the company's conduct could not fairly be criticized as being in violation of good labour-management relations.

### **Some Impact on Biggar**

The run-through at Wainwright would have some impact on Biggar—certainly not as drastic as in the case of Nakina, but still not slight. The company informed the Mayor of Biggar only of the first stage of its plan, namely, that concerned with train crews. Nothing was said about the company's intention to extend the plan later to engineers and firemen. This represented a regrettable lack of candour in a situation where the utmost frankness of communication was called for.

Dieselization and other technological changes have been factors contributing to the decline in railway employment.

Run-throughs on the Canadian National would be accompanied by job reductions and job dislocations. Those are the consequences in human terms; and to eliminate or reduce their effect is the task to which co-operative efforts of management, labour, and government must be directed.

The Commission's Report is intended to apply to run-throughs and, where applicable, to similar situations in general. To predict what such similar situations might be and how they might in the future arise would, however, be a perilous adventure which the Commission does not feel called upon to undertake.

Both the company and the Brotherhoods must be prepared to yield some-

*Continued on Page 15*

## NEWS BRIEFS

### Vocational Training Cost To Pass \$1 Billion

Approved capital expenditures for new training facilities under the Federal-Provincial Technical and Vocational Training Agreement have reached an estimated total of \$983,000,000 and were expected to pass the billion-dollar mark before the end of 1965, the National Technical and Vocational Training Advisory Council was told at its semi-annual meeting in Ottawa in November.

The report of the Training Branch of the Department of Labour said that the estimated total contribution of the federal Government since the agreement became effective on April 1, 1961 was \$561,000,000.

A total of 819 new technical and vocational high schools, trade schools and institutes of technology, or additions to existing facilities, have been built during the past four and a half years, the report said. These facilities are providing nearly 300,000 additional training places for students.

The report said that there were still no signs that the rapid pace of expansion would slacken in the face of mounting needs.

In thanking members of the Advisory Council for their continued assistance, Labour Minister Allan J. MacEachen underlined the fundamental importance in the country's general manpower program of the many training programs now underway.

"We are facing critical shortages of manpower to keep our labour market operating effectively," he said. "In order to overcome these shortages, trained workers must be provided in larger numbers and in a shorter time than heretofore."

"I think you will agree that this should not be done at the expense of quality in manpower and long-term security in employment. This means that more emphasis will have to be placed on effective training after a man enters the labour force."

The Minister also asked the Advisory Council to consider new ways and means for reaching and assisting those who have been "by-passed or left behind in our economic progress"—the unemployed, those with inadequate basic education, and the physically handicapped.

Although programs already exist to help each of these groups, the Minister said, "much more is required, and your

consideration of the problems faced by these persons, and the techniques and methods best suited to overcoming their employment problems is urgent."

In his remarks to the Advisory Council, George V. Haythorne, Deputy Minister of Labour, stressed the importance, in view of developing manpower needs, of retraining workers wherever this could be done within industry during the winter of 1965-66.

Labour shortages had already appeared in some critical areas of the economy and might be greater next spring, said Mr. Haythorne. He suggested that "the climate is ripe for action, and there is a solid base on which to build" by employers and unions, and by provincial and federal levels of government.

During the meeting, members of the Advisory Council noted that the emphasis in technical and vocational training had shifted from the provision of new facilities to ensuring an adequate supply of teaching and administrative staff and suitable curricula for training centres.

The Council commended the Department of Labour for its research activities in manpower development thus far, and suggested that greater attention should be given to this important field. It expressed appreciation of the new training techniques being developed. The Council also stressed the need, because of the forecast rapid expansion of technical and vocational training, for increased training of teaching and administrative personnel for the program.

### Manpower Agreement To Help North Sydney Longshoremen

A manpower assessment incentive agreement—signed early in December by the Minister of Labour, the Canadian National Railways, and Local 1259 of the International Longshoremen's Association—is intended to help longshoremen at North Sydney, N.S., who may lose their jobs when rail-car ferries are introduced in the Newfoundland service.

Earlier in the year, after it had been announced that the ferries would be introduced on the Cabot Strait service by 1968, senior officers of the CNR visited North Sydney to inform employees that

### New Name For Department of Labour

Prime Minister Pearson has approved a change in the name of the Department of Labour, Canada, to the Canada Department of Labour, it was announced by George V. Haythorne, Deputy Minister.

Verbal approval of the change was given by the Prime Minister, pending an amendment to the Department of Labour Act. A gradual introduction of the new wording in the Department's name will take place.

this would have the effect of reducing the waterfront labour force from about 700 to 150.

Each employee was sent a letter explaining the changes, and meetings were held to enable all the workers who would be affected to hear the CNR officials' explanations and to ask questions. Among the matters discussed were the new jobs, numbering more than 400, that will be created by the introduction of the new ships.

Subsequent discussions between the Department of Labour's Manpower Consultative Service, the Canadian National's employee relations department and officials of the ILA led to the signing of the agreement that calls for the establishment of a joint consultative committee on which the company and Local 1259 of the ILA will have equal representation.

This committee will be responsible for making detailed studies of the effects of the reduction in employment, and will recommend measures to help those affected. Each worker will be interviewed and his qualifications, experience and preference in the matter of work will be noted. Alternative jobs will be sought for, both within and without the company. The need for training for new jobs will be considered, and the desire and ability of the employee to move to an area where employment can be obtained will be discussed.

This program of investigation is to be completed by the time the new ferries begin to run.

Referring to the agreement, the Atlantic Region vice-president of the CNR



## 1965-66 Winter Employment Campaign Well Under Way

said that the rail-car ferries would bring greatly improved freight service to Newfoundland, and that the improvement was vital to the economy of Newfoundland and for the development of the Atlantic provinces. But he added, "The agreement is a positive step toward ensuring the improvements are not made at the expense of the well-being of our stevedores in North Sydney."

The president of Local 1259 of the ILA said he was glad to see that there was concern about the future of their members, and he hoped that it would result in practical help for those who were faced with loss of livelihood.

The changes in Cabot Strait ferry operations will affect employment at three ports: North Sydney, Port aux Basques, and Argentia. Only the workers at North Sydney belong to the ILA, but similar measures are being planned in conjunction with officials of the Brotherhood of Railway and Steamship Clerks, which represents employees at the other two ports.

### Dr. G. Fred McNally Dies at Age of 87

Dr. G. Fred McNally, who was chairman of the National Technical and Vocational Training Advisory Council from its establishment in 1943 until this year, died early in December at the age of 87.

The meeting of the Council that was held in London, Ont., in May was opened by Dr. McNally as the retiring chairman, and he then handed over the chair to the new chairman. (A sketch of his career was given in the June issue of the *Labour Gazette*, p. 494.)

Hon. Allan J. MacEachen, Minister of Labour, expressed "profound regret" at the news of Dr. McNally's death. "He was a great Canadian by any standard, but it was in his chosen field, education and training, that he made his unmatched contribution to this country's future," the Minister said. "We will reap the results of his foresight and his endeavours for many, many years and this is perhaps the best memorial that any man could have."

Dr. George V. Haythorne, Deputy Minister of Labour, said, "My admiration for him, as an educator, as a competent administrator, and as a friend, grew from year to year. The Department of Labour counted itself fortunate to be able to call on his able and devoted services. It will be a long time before we see his like again."

Government programs for encouraging employment in the construction industry during the winter months are showing every sign of being more successful this winter than ever before, Labour Minister Allan J. MacEachen said early in December.

According to present figures, the Minister said, it was evident that the Federal-Municipal Winter Works Incentive Program this year would be the largest on record. Under the program, the federal government contributes to the on-site payroll costs of approved municipal works projects carried out between November 1 and April 30.

Up to December 7, he said, some 1,800 Canadian municipalities had indicated that they would participate. Projects approved thus far would provide an estimated 6,232,955 man-days of work for an estimated 115,377 workers. At the same point last year, projects approved provided for an estimated 5,220,100 man-days of work for an estimated 103,856 workers.

The total cost of projects approved thus far for the 1965-66 winter season was almost \$246,500,000, or \$34,000,000 more than at that time last year. The federal Government's share of direct payroll costs on these projects was an estimated \$50,000,000.

It was also apparent, said the Minister, that the Winter House Building Incentive Program had become an effective means of stabilizing employment in the housing construction industry over the entire year. This program is in effect from November 15 to April 15, and it provides a \$500 bonus to the first purchaser of a dwelling unit completed during that period.

To date, applications had been made to have some 26,300 housing units qualify for the incentive bonus—about the same number as last year.

Last winter, Mr. MacEachen noted, more than 33,500 housing units eventually qualified for the \$500 bonus. Thus the cost to the Government was approximately \$17,000,000.

This expenditure brought very real benefits to those who depend on the construction industry for their livelihood, he continued, for it had been estimated that the housing incentive program was responsible for providing 100,000 jobs on construction sites, and slightly more than that number of jobs in other related industries, such as the manufacture, sale and transportation, of building materials.

The oldest of the winter employment programs is a promotional one, and has

come to be widely known as the "Do It Now" campaign. It encourages employers and the general public to carry out renovations and repairs during the winter and to time their purchases to provide maximum winter employment. This campaign is being expanded for the current winter.

In addition to these three programs, all Government departments and agencies are instructed to arrange their expenditures in such a way as to create maximum winter employment.

### Greater Emphasis On Winter Construction

The National Joint Committee on Wintertime Construction at a meeting in Ottawa in December recommended that the wintertime construction program be given more emphasis. The committee, which represents eight national organizations, thought that not only would more winter work mean less unemployment, but, what was equally important, it would also mean fewer shortages during the main construction season next year.

The committee also gave the advice that the familiar slogan "Do it Now—Why Wait for Spring?" should be supplemented during the spring and summer by another urging people to "Plan Now for Winter Work" so that plans could be made for further increases in wintertime construction.

The committee recommended, among other things: continued publicity concerning the feasibility of carrying out most types of construction work during the winter months; investigation into the possibility of raising the skill of unemployed workmen during the winter months; Government consideration of the advisability of extending the deadline for direct loans to builders from December 31 to February 28; and expansion of research and development of wintertime construction.

### Montreal Firm Signs Manpower Agreement

The signing of a manpower assessment incentive agreement affecting some 50 employees of the Mount Royal Rice Mills Co. Ltd. of Montreal was recently announced by the Minister of Labour, Hon. Allan J. MacEachen.

In order to be nearer to its markets, the company plans to transfer its opera-



tions from Montreal to Windsor, Ont., next September. Recognizing the effect that this move would have on its employees, the company joined with the International Union of United Brewery, Flour, Cereal, Soft Drink and Distillery Workers in asking for the help of the Manpower Consultative Service of the federal Department of Labour, and that of the Quebec Department of Labour, in studying the manpower problems involved.

Mr. MacEachen, in announcing the signing of the agreement, said that employers were more and more calling on the Manpower Consultative Service for help in industrial changes of this kind, but he emphasized that the effectiveness of the program depended on the full co-operation of interested parties.

"This case, involving as it does both the federal and provincial Governments, as well as the company and the union, is an excellent example of such co-operation," he said.

The Minister noted that this was the eighth such agreement to be signed, and that the working force benefiting from the activities of the Manpower Consultative Service now totalled about 29,000.

## **G. R. Pawson, Noted Figure In Railway Unions, Dies**

George Raymond Pawson, a major figure in railway labour negotiations for 35 years, and Canadian vice-president of The Commercial Telegraphers' Union, died in December at the age of 77.

Mr. Pawson, who started his career as a Morse telegrapher at Stratford, Ont., was chairman of the international executive board of the telegraphers' union—one of the many offices he held both in his own union and in the association of non-operating railway unions.

As secretary of the general conference committee of the non-operating railway unions, Mr. Pawson was chief aide to Frank Hall, who has led the union bargaining teams since 1947. Mr. Pawson recently resigned that post because of ill health.

Mr. Pawson began as a telegrapher with the Grand Trunk Railway and transferred to the Canadian Pacific Railway Telegraphers in 1911. He joined the telegraphers' union on December 1, 1911, becoming district chairman in 1914 and general chairman of Canadian Pacific Division No. 1 in 1924. The division takes in all commercial telegraphers, technicians and similar employees on the CPR. He had served since 1930 as a member of the union's executive board

and had been the top-ranking officer of the union in Canada since 1937.

Mr. Pawson's offices included also those of co-chairman of the labour-management committee that administered the CPR Employees' Benefit Plan, and secretary of the CPR General Chairmen's Association.

## **B.C. Strike Settlement Includes Automation Plan**

The terms of settlement of the oil workers' strike in British Columbia include a plan that was proposed by the British Columbia Government for dealing with manpower questions that arise from technological changes.

Under the plan, a labour-management committee is to be set up to deal with such problems, and this committee is intended to provide a way of dealing with them as they arise, rather than leaving them to the difficult and explosive period of collective bargaining.

The terms of settlement of the dispute also require the oil companies to notify the union six months in advance of their intention to introduce new machinery or working methods. They will also co-operate with the government in carrying out training and retraining.

In addition, they will give one week's wages as severance pay for each year of service, up to a maximum of 26 weeks, to any workers laid off because of technological changes.

## **CLC Wants Bilingualism To Become a Cult**

The Canadian Labour Congress recently suggested that Canadians should make bilingualism into a cult. In a brief to the Royal Commission on Bilingualism and Biculturalism, the congress urged a vast expansion in bilingual education and in the use of French and English in federal and provincial governments.

The congress said that it was opposed to unilingualism in any province where a substantial number of people spoke the second language, for example, in Quebec or New Brunswick. It also said that all governments should make it possible for Canadians to address themselves to government officials in either language and to get a reply in the same language.

This should also apply in all courts, the CLC said. Every child should also have the chance to learn to speak both languages fluently.

"Broadly speaking, we would make a cult of bilingualism," the brief said.

## **Doctors Will Accept Medicare If Participation Voluntary**

A spokesman for the Canadian Medical Association said recently that the CMA would accept a publicly-operated medical insurance plan provided that the doctors were given the right not to practice under it.

Dr. Victor C. Goldbloom of Montreal, Chairman of the Association's economic policy committee, said that it would be better if the number of doctors, dentists and nurses were increased before the plan was put into effect. But he said that if a decision were made to institute a plan without waiting for that, "we will accept it and do our best to work with it."

He said, however, that unless doctors were given the right to stay out of any scheme, there might be another doctors' strike like the one in Saskatchewan in 1961.

## **Stores and Post Offices Lacked Christmas Help**

Stores and post offices throughout Canada were faced with a shortage of temporary help for the Christmas season. National Employment Service officials attributed the situation to an improvement in the Canadian economy and a higher employment rate.

In Toronto, the shortage was reflected in higher wages offered by the post office. Hourly wages were raised by 25 cents for about 8,000 sorters, letter carriers and cutters needed to handle the holiday mail.

In Ottawa, William Thompson, Director of the NES, said that it was difficult to obtain extra help because housewives, who made up the normal holiday labour supply, were not under the usual pressure, due to general prosperity and the raising of family incomes.

Elsewhere in Ontario, most centres reported little difficulty in getting part-time help. But in the Maritimes, the labour market was reported to be "much tighter" than it had been for some years.

In Quebec, employment officials said that the labour supply was down by 30 per cent; and in Vancouver, the manager of the NES branch said that post offices in the province were looking for 3,500 men for holiday jobs and that only 2,000 applications had been received. In Saskatchewan, no serious labour shortage was reported; but in Manitoba, post offices were having difficulty in getting extra help, although other holiday jobs were being filled.



## Repudiation of Agreements Shows Marked Increase

Repudiation by rank-and-file members of agreements that have been approved by union officials has shown a marked increase during the past few years, an official of the Steel Co. of Canada Ltd. remarked recently.

Ray E. Alden, director of industrial relations for the company, said in an address on collective bargaining to the Rotary Club of London, Ont., that the development was a matter of growing concern to management, to government and to the unions themselves.

Mr. Alden thought that the main reason for the growth of the phenomenon was that union leaders did not sufficiently discourage what he called "cloud nine" demands from the members before beginning negotiations with management. It was also fostered by agitators within the labour movement, he said.

Mr. Alden declared that unions often began negotiations by making demands that the leaders knew to be exorbitant, but which the membership imagined to be feasible. The result was often a strike, coupled with difficulty in getting more modest agreements ratified.

The "cooling off" period afforded by the conciliation process during negotiations, which was often attacked from union quarters, had "served labour well," Mr. Alden contended.

Competition between unions each bent on getting the best agreement, and attempts by some union leaders to gain political ends by taking a "tough" line in bargaining, also led to abuse of the collective bargaining process, the speaker said.

## Hospitals Agree On Minimum Wage

Three hospitals in Saskatoon, have agreed to a minimum starting rate of \$1.25 an hour for their employees. In September, the University Hospital agreed to negotiate with the union for this starting rate, to be reached by October 1966. In October, the City Hospital became the first hospital in Saskatchewan to give its employees a written guarantee of a minimum starting rate of \$1.25, to come into force on October 1, 1966.

Employees of St. Paul's Hospital in November accepted management's proposals for a \$1.25 starting rate beginning on January 1, 1966. Employees at this hospital will be the first in the province to receive this rate.

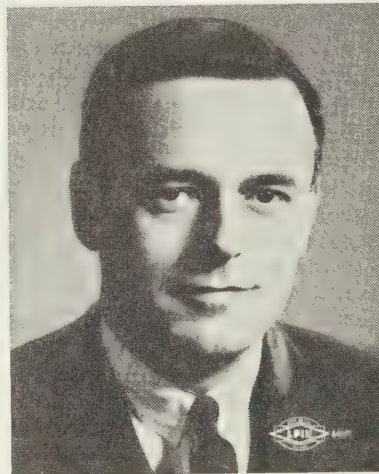
These settlements were negotiated by the business agent for Local 333, Build-

ing Service Employees' International Union, which, besides workers at the Saskatoon hospitals, represents employees at 11 other hospitals in the province. Organized hospital employees in all other Saskatchewan hospitals are represented by the Canadian Union of Public Employees.

Both unions are now pressing for acceptance of the rate by other hospital managements in Saskatchewan.

## T. M. Eberlee Appointed Ontario Labour Deputy

Thomas M. Eberlee, 35, assumed the office of Ontario Deputy Minister of Labour on January 1 and became the youngest deputy minister at Queen's Park. He had been the Assistant Deputy



Thomas M. Eberlee

Minister of the department since July 1962.

Mr. Eberlee participated in settling several important strikes, including the Royal York Hotel strike in Toronto. He is equally at home with labour leaders, corporation executives and cabinet ministers.

He was born in Toronto, and after receiving a Bachelor of Arts degree in modern history in 1951 from the University of Toronto, Mr. Eberlee was employed as a reporter with the *Toronto Daily Star* until 1958.

His rise in the provincial civil service began in 1958 when he was appointed an executive officer in the Ontario Department of Economics and Development. From 1959 until 1962 he was assistant secretary of the Ontario Government and served as labour specialist to Premier Leslie Frost.

Before his appointment as assistant deputy, he served as secretary of the

legislature's Select Committee on Automobile Insurance, and was secretary of the Goldenberg Royal Commission which was created to investigate labour-management difficulties in the Toronto area construction industry in 1961 (L.G. 1962, p. 775). His continuing concern with human relations is reflected in the leading role he played in the Ontario Human Rights Commission, with which he has been secretary and member since its inception in 1960.

Mr. Eberlee's main responsibilities as assistant deputy minister of labour were in the safety, industrial training and labour standards fields. From 1962 until 1963 he was secretary of the legislature's Select Committee on Manpower Training.

In the past two years he was associated with the re-writing and implementation of the Apprenticeship Act, the Operating Engineers Act and the industrial safety legislation. He aided in implementing the minimum wage and industrial training programs.

Mr. and Mrs. Eberlee live in Don Mills with their children, a girl, 8, and a boy, 5.

## Development Officers To Help ARDA Boards

Approval of an expenditure of \$50,000 to cover staff requirements for Ontario's rural development program under the Agricultural Rehabilitation and Development Administration was announced jointly in December by federal Minister of Forestry, Maurice Sauvé, and Ontario Minister of Agriculture William A. Stewart. The expenditure was to be shared equally by the two governments.

The first phase of the program was to be the assignment of five rural development officers to low-income districts to help county and district ARDA boards, appointed by local governments, in the planning and supervision of programs provided under the federal-provincial ARDA agreement.

The main functions of rural development officers are the co-ordination of established federal, provincial and municipal programs in rural development regions, and the setting up of new projects of adjustment of resources and economic development. Through the ARDA director of Ontario, the rural development officers will work with district officers of the provincial Government departments concerned to formulate comprehensive rural development programs for county and district ARDA boards.



## Hospitals Charged with Opposing Unionization

Hospitals run by religious organizations are putting up stiff resistance to the efforts of unions to organize their staff, according to Stanley A. Little, President of the Canadian Union of Public Employees, who said that he found it difficult to understand this opposition.

"It surely is a basic belief of all denominations in Canada that the employee has the right, if not the obligation, to join and participate in the activities of the union of his or her choice," Mr. Little said, in the course of an address to the Educational Assembly on Hospital Administration, organized in Ottawa by the American College of Hospital Administrators.

He said that he was "at a complete loss" to understand the resistance being offered to the organization of registered nurses into unions.

## Canadian Nurse Heads School in Jamaica

Dr. Rae Chittick, who for the past two years has headed the school of nursing at the University of Ghana, has left for Jamaica, West Indies, where she will become director of the first school of nursing at the University of West Indies,

Dr. Chittick is a well-known Canadian nurse educator. She is a graduate of Johns Hopkins Hospital school of nursing and holds a B.Sc. from Columbia University, an M.A. in education from Stanford, an M.P.H. from Harvard University, and an honorary LL.D. from the University of Alberta. Prior to her appointment to Ghana, she was for ten years director of the school for graduate nurses at McGill University in Montreal.

## Staff Seminar Held By Steelworkers

Sixty staff representatives of District 6 of the United Steelworkers attended a seminar in Niagara Falls from November 28 to December 3. The courses given during the conference, consisting of papers by specialists and discussions, were designed to keep the staff representatives abreast of changes in the country, in the world and in the field of social progress.

The meeting was also attended by guests from the union's Quebec district and from the national office. The courses were conducted by men well known in the labour movement and in academic fields. The guest speaker at the banquet was I. W. Abel, International President of the Steelworkers.

## B.C. Federation to Call Automation Conference

A general conference on automation will be called by the British Columbia Federation of Labour as a prelude to the formulation of new union policies to meet technological changes in industry.

According to a resolution unanimously approved by the 450 delegates to the Federation's convention held in Vancouver at the beginning of November, all affiliated trade unions and labour organizations in the province are to take part in the conference.

Federal and provincial Departments of Labour and other outside organizations concerned will be invited to submit briefs on the effects of automation on society. When the conference is over, a smaller conference of unions affiliated to the Federation will be held to decide on a policy toward automation.

Joe Morris, Executive Vice-President of the Canadian Labour Congress, in an address to the convention, suggested the holding of labour-management discussions on technological change apart from the usual contract negotiations. He said that the introduction of specific plans for dealing with automation and its effects on jobs should still be arranged at the bargaining table, but that the formation of such plans might be more successfully dealt with at a time when their immediate inclusion in a contract was not at stake.

Another resolution passed by the delegates instructed officials of the federation to ask the 1966 convention of the CLC to appoint a committee to examine the whole question of unity among trade unions.

It said that such a committee should be instructed to return to the CLC convention in 1968 with recommendations on unity, mergers, affiliations and the structure of the labour movement.

Pat O'Neal, the Secretary-Treasurer of the Federation, said that the structure of organized labour had remained stationary for a hundred years and that it should be re-examined in the light of changing conditions. He said that there were too many unions representing workers in similar fields, and he suggested that the merging of certain existing unions was becoming more and more vital.

The resolution was approved by the convention in spite of opposition from some delegates who wanted quicker action. The views of the opposition were summed up by one delegate who said that unions should forget their differences and concentrate on general problems. He said, "I am for unity right now."

The convention approved a resolution instructing the Federation to undertake a

study of the use of *ex parte* injunctions against unions in disputes. The study, which is estimated to cost at least \$10,000, will be made by a team of lawyers. It is to form the basis of a submission by the Federation to the provincial Government and to the federal Department of Justice.

The plan was immediately supported by a donation of \$1,000 from the Vancouver and District Building Trades Council and \$500 from the Painters' union. The Vancouver Labour Council is expected to approve a donation of \$1,000.

Another approved resolution demanded amendment of the provincial Labour Relations Act to allow unions to strike during the life of contracts. The resolution said that employers could now introduce new machines and change working conditions at any time while a contract was in force, and could refuse to consider wage revisions, knowing that the union was powerless to act.

Other resolutions approved by the convention:

- suggested that a proper analysis of labour supply and demand in Canada should be undertaken immediately to provide the background material essential to the formation of manpower policies;

- called for the establishment of a federal Government fund to assist displaced or unemployed workers to move from part of the country to another part where work was available;

- suggested the establishment of a program to provide training or retraining for displaced workers and provision of a living allowance to keep them during the training period;

- called for an immediate study of apprenticeship programs in Canada, and their adaptation to existing technical and vocational training facilities;

- urged the limitation, in the interests of public safety, of the hours of work of drivers of public transit vehicles;

- stated the Federation's support for the nationalization of the pulp, paper and lumber industries in British Columbia;

- called for a provincial government plan of low-cost, compulsory car insurance like that in force in Saskatchewan;

- urged the removal of nuclear arms from Canadian soil and condemnation of countries that have refused to sign the test ban treaty;

- urged the federal Government to ask the United States to withdraw its forces



from the Dominican Republic;

—called for the sale of beer in grocery stores;

—ensured the unceasing efforts of the Federation to seek legislation to forbid the use of strikebreakers;

—called on affiliated unions to bargain seriously for the 30-hour work week as a means of increasing employment;

—instructed Federation officials to press for legislation requiring employers to be bonded in order to protect employees' wages.

## **Nova Scotia's Labour Relations Plan Reported To Be a Success**

Evidence of the effectiveness of Nova Scotia's new approach to labour-management relations was presented in Halifax recently at the fourth annual provincial labour-management conference.

The provincial Deputy Minister of Labour, R. E. Anderson, produced statistics which showed that work stoppages in the province had fallen from 3.6 per cent of the labour force in 1962 to 0.5 per cent at the end of March 1965.

The province's new approach to labour-relations, known as "the Nova Scotia experiment," is a move by both labour and management toward agreement and self-regulation, as opposed to attempted control of each other by means of legislation.

The experiment has so far rendered conciliation boards almost unnecessary, because representatives of labour and management, and a conciliation officer, negotiate disputes. In 1962, twenty-six disputes were referred to conciliation boards, while this year, up to the end of November, only two had been brought before a board.

## **Johnson Promises Abolition of 14(b)**

United States Secretary of Labor W. Willard Wirtz read to the convention of the AFL-CIO Industrial Union Department early in December a letter from President Johnson, promising that the Administration would "remove" Section 14(b) from the Labor-Management Relations Act during the next session of Congress.

In his letter, the President said that there had been "significant progress" toward repeal of 14(b) in 1965, when the House of Representatives passed the bill. He added that "we will come back to the next session to remove this divisive provision from the law."

## **Pension Formula Agreed Upon**

The Ontario Teachers Federation and the Ontario Government recently agreed on a formula for integrating the Teachers Superannuation Fund with the Canada Pension Fund that will give teachers better pensions for the same contributions as before. The agreement ended a month of negotiations between the Federation and the Government over teachers' objections to the manner in which the Government was planning to integrate the two plans.

Under the agreement, the Government gives a guarantee that the pensions teachers will receive under the new plan, together with the Canada Pension Plan, will be not less than they would have received under the old plan. The Federation had originally recommended that the Canada Pension Plan should be simply added to the existing pension plan, but the Government rejected this course.

## **AFL-CIO Convention Held in San Francisco**

The AFL-CIO, at its Sixth Constitutional Convention held in San Francisco during the first half of December, re-elected 19 incumbent vice-presidents and elected eight new ones.

President George Meany and Secretary-Treasurer William F. Schnitzler were elected unanimously for their sixth two-year terms. Both have been in office since the merger of the AFL and the CIO on December 5, 1955 (L.G. 1956, p. 56). Mr. Meany's salary was raised to \$50,000 from \$45,000 and he was voted an annual bonus of \$20,000.

The new vice-presidents were all younger than their predecessors, and their election lowered the average age of members of the executive council from 65 to 62.2 years.

The eight new vice-presidents, who are all presidents of international unions, are: I. W. Abel, United Steelworkers; George Burdon, United Rubber, Cork, Linoleum and Plastic Workers; Anthony J. DeAndrade, International Printing Pressmen and Assistants' Union; Ralph Helstein, United Packinghouse, Food and Allied Workers; Paul Jennings, International Union of Electrical, Radio and Machine Workers; P. L. Siemiller, International Association of Machinists; David Sullivan, Building Service Employees' International Union; and Hunter P. Wharton, International Union of Operating Engineers.

The eight men who were replaced as vice-presidents, none of whom is now

president of his international union, were: William C. Birthright, barbers' union; James B. Carey, electrical workers; Albert J. Hayes, machinists; O. A. Knight, oil workers; David J. McDonald, steelworkers; William L. McFetridge, building service; Lawrence M. Raftery, painters; and Emil Rieve, textile workers,

## **IUD States Goals in Organization and Bargaining**

The Industrial Union Department of the AFL-CIO laid down some new goals at its recent convention, and reaffirmed some old ones. Some of the new aims announced at the convention were:

Organization of the "working poor"—those persons who are employed, but are earning \$3,000 or less a year. The IUD is aiming particularly at workers in hospitals and laundries.

Organization of white-collar workers. The IUD mentions five occupational groups that it has especially in mind: office workers, engineers and scientists, retail sales people, school teachers, and government employees.

Organization and joint bargaining in "new look" companies—multi-plant, multi-union companies with diversified operations. The intention would be to get the company to bargain on a national level with several of the unions it deals with on issues that the IUD considers national in scope, such as pensions, insurance and vacations.

Establishment of pooled pension plans. This would give IUD affiliates in companies with few employees a pension plan to bargain for. By spreading the administrative costs of the plan among a large number of employers, the plan would make pensions possible for union members who would not otherwise be able to win them.

## **Steelworkers Hall Opened in Sudbury**

A Steelworkers Hall was officially opened in Sudbury, Ont., in November with a two-day program of ceremonies on the theme, "The Union in Action." During an "open house," the public was shown various departments of the United Steelworkers at work, such as the grievance committee, the compensation office, the financial department and the administration offices.

Several displays depicted labour activities and explained the purpose of the union. A display arranged by the Sudbury and District Labour Council illustrated the various activities of all the affiliated unions in the district.

## UAW Seeks Better Terms for Laid-Off Canadian Workers

Provision for American auto workers who are laid off as a result of the United States-Canada auto agreement were "far superior to those here (in Canada)," Irving J. Bluestone, administrative assistant to Walter Reuther, President of the United Automobile Workers, told a recent meeting of the Rotary Club in Windsor.

He said that, when laid off temporarily as a result of the agreement, a Canadian employee "who earns \$3 an hour and works a 40-hour work week receives 65.5 per cent of his 40-hour work week wage." His counterpart in the U.S., he said, "receives 84.9 per cent under the same conditions.

"We hope to convince the Canadian Government to at least match the U.S. benefit structure for workers who are laid off, or temporarily dislocated, as a result of the realignment of the North American auto industry," Mr. Bluestone said.

## Campaign to Expand U.S. Shipbuilding

Labour and management in the United States shipbuilding industry started a joint campaign early in December to build up the American-flag merchant marine and to put idle shipyard capacity and skill to work. One main object was said to be to increase the share of U.S. exports and imports carried on American-flag ships from the present 9 per cent to at least 30 per cent by 1975. Another objective will be to scuttle the report of a government task force that recommended a further reduction in American-flag shipping, and the use of foreign yards for the building and repair of most United States ships.

The joint program was drawn up at a National Shipbuilding Conference sponsored by the boilermakers union and attended by representatives of other maritime unions and by leading shipyard employers.

## "Negative Income Tax" Proposed in United States

A "negative income tax" has been proposed to President Johnson of the United States as part of a five-year attack on poverty. The suggestion came from Sargent Shriver, Director of the Office of Economic Opportunity.

As an example of the way in which the plan would work, a family of four with

no income would receive payment of \$420 a year. This sum amounts to 14 per cent of \$3,000, the level at which a family of four becomes liable to income tax. According to the *New York Times*, it has been estimated that such a negative tax would eventually cost \$4 billion a year.

Another part of Mr. Shriver's proposal would create socially useful jobs for the unskilled poor, at an estimated cost of \$1 to \$2 billion a year. The jobs that it is proposed to create would be particular types of work in districts where poverty is concentrated, rather than the usual large-scale program of public works.

## OECD Publishes Edition Of Manpower Statistics

A new edition of *Manpower Statistics* recently published by the Organization for Economic Co-operation and Development covers the period 1954-64, and for the first time includes information covering the whole of the OECD area (United States, Canada, Japan and the 18 European countries). Members of the press, radio and television only may obtain a review copy of this publication from the OECD Information Service, 2 rue Andre-Pascal, Paris 16e.

## U.S. Sets Rules On Sex Discrimination

The United States Government has published a set of guide-lines giving employers precise information to avoid prosecution for sex discrimination under the 1964 Civil Rights Act. A spokesman of the Equal Employment Opportunities Commission said that the Government had found illegal discrimination against women to be widespread—in hiring, job retention and promotions.

The spokesman said that under the new standards, it will be illegal:

- not to hire or promote women "because of the attitudes of fellow workers or clientele;
- to classify certain jobs exclusively for males or females unless sex is a bona fide occupational qualification;
- to establish separate seniority lists based on sex;
- to forbid the hiring of married women if the rule is not also applied to married men;
- to advertise for help in a newspaper excluding applicants of one sex.

## Cutting Down on Unofficial Strikes

Suggestions on how to cut down the number of unofficial strikes were made by the British Ministry of Labour in written evidence given to the Royal Commission on Trade Unions and Employers' Associations and published early in November.

The Ministry's statistics show that between 90 and 95 per cent of all strikes in Britain are unofficial, and that fewer than half of them are about wage disputes. The greater number are said to be caused by complaints about dismissals and working conditions, jurisdictional disputes, and a number of local grievances.

The Ministry dismisses the idea of drastic penalties, such as sending those responsible for unofficial strikes to jail, or making unions liable to heavy damages or financial penalties. It points out that if, as would be generally agreed, it is in the national interest that there should be powerful and responsible trade unions, it would not be in the national interest to do anything that might cripple certain unions. The Ministry also makes the point that "given such a situation, unions would be compelled to call 'official' many strikes which now remain unofficial."

It went on to say, however, that if "it is desirable in the national interest that pressure should be exerted on trade unions to give more attention to the activities of shop stewards and other subordinate bodies," then the trade union concerned might be made "subject to defined penalties, according to the length of time an unofficial strike lasted," unless it could show "some independent tribunal" that it had done everything possible "to prevent the unofficial strike from taking place, or to bring it to an end as soon as possible."

The "defined penalties," it was suggested, might be heavy enough to hurt, but not seriously harm the union. A more important result might be that if a union's national executive knew it might be called upon to answer for an unofficial strike, it might keep a sharper eye on the doings of its local officials and shop stewards.

Another suggestion made by the ministry was that unofficial strikes should be attacked at their source by finding out what caused them. If, as appeared to be the case, most of these strikes were local in origin, why not create more effective local arrangements for settling or preventing them.

Another question raised was whether an aggrieved person should be allowed to bring his grievance direct to some local tribunal, instead of acting through a union.



# Task Force For Manpower

## Advisory Committee Considers Proposals For New Program

Proposals for a new program of research and survey of professional manpower questions were presented to the ninth meeting of the Advisory Committee on Professional Manpower, held in Ottawa in December.

Dr. George V. Haythorne, Deputy Minister of Labour, in an address at the opening of the meeting, called for a "Task force" to be set up "to examine critically both the demand and supply of high-level manpower in Canada in the face of expanding demand and serious shortages of professionally-trained people."

The meeting was given an outline of two studies in long-term projections of requirements for professional and technical manpower that were under way in the Economics and Research Branch of the Department of Labour.

Aspects of the professional manpower situation discussed by the members of the committee included: inventories and utilization, long-run requirements and supplies, migration patterns, and short-run demand and supply.

### Favoured Canadian Participation

The committee favoured Canadian participation in an inter-governmental meeting on the education and utilization of highly qualified personnel, proposed by the Organization for Economic Co-operation and Development.

J. P. Francis, Director of the Economics and Research Branch, Department of Labour, was chairman of the meeting, which was attended by about 40 representatives of professional associations, educational and university groups, research and government bodies and departments, and crown corporations.

The function of the Advisory Committee on Professional Manpower is to bring together representatives of various groups concerned with professional manpower, to act as a consultative and advisory body on professional manpower research, and to serve as a vehicle of communication and exchange of information.

The task force proposed by Mr. Haythorne would represent industrial and business management, physical and social research and development, and govern-

ment. Its chief purpose, he explained, would be to consider priorities for research in depth into future professional manpower requirements in the light of present supply and demand.

The Deputy Minister pointed out "the need to examine measures, both public and private, required to achieve full utilization of high-level manpower in the best interests of Canada's economic and social growth."

### One Type of Problem

He cited, as one type of problem to be solved, the competition between the expanding needs of universities for more qualified professionally-trained people, and the increasing demands by industry bent on improving its management structures to cope with the increasing complication of research and the development of new methods of production and distribution.

Referring to the under-utilization of professional people, Mr. Haythorne indicated that the great increase in the number and quality of technical institutes in Canada resulting from the federal-provincial programs was helping to produce the technicians needed to relieve the professionals for the work for which they were trained.

There was still room for improvement here, however, and continuing studies must be undertaken to ensure that professional people, who had been trained at considerable expense, were being fully used.

### Proposals for Research Program

In presenting its proposals for a research program on professional manpower, the Economics and Research Branch report pointed out that the many economic and social changes that had taken place during the past few years had intensified problems concerning high-level manpower and had rendered previous programs of the kind inadequate.

"To assist in the development of policies to deal with high-level manpower problems, more intensive studies and more detailed statistics are required," it said. "The proposed program is intended to focus on the major problems which

seem likely to arise in this field over the next five to ten years."

Important changes were taking place in Canada that would continue to exert an influence on manpower development and planning, and one of these was the high rate of economic growth that had taken place since 1961. This rate would have to continue if the goals prescribed by the Economic Council of Canada were to be realized. Closely related to this growth was the increasing concern with the productivity and efficiency of the Canadian economy, and the consequent emphasis on industrial research and development, and on planning for the adjustments that the economy would have to undergo.

The expansion of social and cultural goals, such as extension of hospital services, proposed medical care programs, and increased educational opportunities, were also bringing up many economic and social problems; and these in turn made more research necessary. It had been pointed out by the recent Bladen report that the expected growth in higher educational facilities during the next 10 years would mean a doubling of the number of teachers required by Canadian universities and colleges.

### Inventories and Utilization

The proposed research program would be "developed around four basic questions":

(1) How many professional and technical workers are there in Canada, and how are they being employed?

(2) What will the long-run requirements be for these workers, and how far will new supplies be sufficient?

(3) How, and under what influences, is migration into and out of the country shaping itself?

(4) What is the present and short-run supply and demand situation for this type of manpower?

Touching on the question of inventories and utilization of professional manpower, the branch's report said that information on the existing supply of such manpower and its deployment in the economy was fundamental to any studies in this field. The kind of information

needed was not easy to obtain, nor was there any entirely satisfactory method of doing so.

## 85,000 Names in Register

The Scientific and Technical Personnel Register kept by the Department of Labour seems to be the best source available at present. The register now contained the names of some 85,000 qualified engineers and natural scientists, and a register of economists and statisticians had also been started this year.

It was therefore proposed to establish a biennial survey, based on this register, but carried out jointly with the appropriate professional organizations, to be started in 1966. Such a survey would try to cover as much of the field as possible each year, would provide uniform information for all groups, and, since it was a joint survey, would make use of existing surveys and sources of information. A joint undertaking would also have the advantage that professional organizations and societies would be able to make their own analyses to get the particular information they wanted.

Utilization studies would be of both the "longitudinal" and the "vertical" type. The longitudinal studies would be concerned with the experience of specified groups of manpower during various periods of time. A study of this kind was now being carried on by the Department with the help of 1955 graduates from Canadian universities and colleges in natural science and engineering.

## Long-term Projections

Two studies designed to provide long-term projections of the demand for professional manpower were now under way in the Economics and Research Branch. The first was an examination of the manpower and training implications of the economic goals for Canada up to 1970, as set out by the Economic Council of Canada in its first annual review.

The second would be a detailed examination of engineering and scientific manpower in Canada, dealing with past trends as well as projections. It would provide an evaluation of the supply, demand and utilization of such manpower from 1931 to 1961, and estimates of supply and demand up to 1970 and 1975. The intention was to publish both these studies as part of the *Occasional Papers Series* of the Economics and Research Branch.

Regarding the migration of professional and technical manpower, the questions to be considered would centre on the extent to which immigration might help to make up any shortages that might

develop. A good deal of work already done by the Department of Citizenship and Immigration would provide statistical background material, and a study prepared for the Economic Council of Canada would also be useful.

But the proposals said that there would be "a need for continuing studies of this type as well as for the investigation of areas in which information is lacking . . . . Another aspect of this question concerns the reasons for the emigration of professional and technical workers from Canada, the 'push' and 'pull' factors. . . . A related problem is that of the retrieval of Canadians who are studying or working abroad . . . ."

## Short-run Supply and Demand

Regarding the short-run supply and demand, the proposals said that for several reasons it had been decided to discontinue the biennial *Survey of Employment and Requirements of Engineering and Scientific Manpower* that, up to 1964, had been conducted by the Economics and Research Branch. A new source of information would be provided by the Labour Market Information and Analysis Division of the National Employment Service that was now in process of formation. "A bulletin of the Department of Labour which provides statistics on annual earnings in the scientific and technical professions, for which there has been a good public demand, will be continued."

A short review of work being carried out on a research project on long-term trends in engineering and scientific manpower requirements and supplies in Canada was given by A. D. Boyd of the Economics and Research Branch. The study is designed to bring together for the first time all available information on supply and demand and to assess the operation of the labour market as it affects these professions. Projections of demand and supply up to 1975 will be made, and also a study of the rates of attrition and the main causes of attrition.

## Discussion

During discussion by the members of the committee, the question of preparing a Canadian dictionary of occupational classifications was raised. It was also suggested that the census should provide a valuable source of information on professional manpower. The discussion brought out the fact that the question of accurate occupational classifications and the use of the census in this way were closely related.

It was pointed out that the difficulty in getting information on professional man-

power from the census data was the vagueness with which occupational titles were used. For instance, a housewife might call her husband an "Engineer," but this might mean only that he ran some machine. A new approach to occupational classification in the census was needed if the data provided were to be much use.

The chairman agreed that accurate definition was most important, but he pointed out that drawing up such definitions was a big job. There was a need for a joint approach in the matter. The Dominion Bureau of Statistics, the National Employment Service, and the Immigration Department, as well as the Department of Labour, were all concerned, and some steps had already been taken. He suggested that it would carry weight if the advisory committee recorded its wish to see the census developed as a source of information on manpower, and the members agreed that this should be done.

It was suggested that if the Department wished the study of manpower inventories and utilization to be carried out jointly with the professional associations, those organizations should be brought into the study early. The chairman said that the intention was to take them in at the outset, and that the organizations represented at the meeting might take this as initial notice of the plan. A biennial survey would be conducted, and the survey would be a complete and not a sample one.

## Freedman Report

*Continued from Page 6*

thing in the interests of future industrial peace. The company must adjust to the idea, unpalatable perhaps but necessary, that run-throughs should be negotiated. The Brotherhoods must give up any notion that run-throughs are improper and should approach the negotiation of them with reason and responsibility. In that spirit of co-operation and mutual trust the cause of the company, the men, and the nation can be properly served and advanced.

Copies of the report may be purchased from the Queen's Printer at \$1.50 a copy. The catalogue number is L35-965/1.



## Refutes Criticism of Manpower Policies

The criticism that Canadian manpower policies are disconnected, not properly balanced and not part of a coherent and rational general policy was refuted by Dr. W. R. Dymond, Assistant Deputy Minister of Labour, in a talk to a seminar of the Technical and Vocational Training Branch of the Department of Labour in Ottawa at the beginning of December. He demonstrated that, on the contrary, these policies "are balanced and are focused on most of the serious problems which confront Canada in the field of manpower and employment."

Mr. Dymond referred to what the Minister of Labour has said on the subject of the aims of manpower and employment policy in an address to McGill University's 15th annual Industrial Rela-

tions Conference in June 1964 (L.G. 1964 p. 646). The Minister had said that "the goals of employment policy can be expressed in terms of the achievement of high level, productive and freely chosen employment," and "the goals of manpower policy can be expressed in terms of ensuring that the nation's manpower resources are developed effectively so that they will meet the dynamic requirements of growth in the economy, and also meet the needs of each individual for the full development of his potential in human terms."

### Employment Policy

In the main, Mr. Dymond said, employment policy operated on the demand side of the labour market, and was con-

cerned mainly with the creation of employment opportunities. The Government's policy in this direction aimed at providing favourable conditions for the private sector of the economy to maintain a satisfactory rate of growth of employment, but if this rate of growth fell short of what was necessary to bring about full employment, the Government sought to fill the gap by more direct action.

The Government's policy regarding employment was to work mainly through fiscal and monetary means, and it was directed toward the stimulation of a high rate of long-term economic growth. The more direct employment policies and programs that have been applied in particular spheres have been becoming more



### Manpower Mobility

## More Job Opportunities Under New Program

Employment opportunities for Canadian workers greatly increased when the new Manpower Mobility Program of the Department of Labour (L.G., 1965, p. 486) came into effect on December 28. The program provides financial assistance for unemployed workers who wish to move to other areas where employment is available.

As a major part of the Government's total manpower program, the Manpower Mobility Program is designed to help maintain full employment and ensure that Canada's available manpower resources are used to the fullest effectiveness.

Other government programs working toward these same objectives include vocational training—including the active program for upgrading the education and skills of the unemployed—vocational rehabilitation, incentives for area development, and the annual drive to create more winter employment.

Under the Manpower Mobility Program, loans or grants may be made to workers and their families for the cost of moving and resettling when it is clear

that such a move is in both their own and the public interest. A worker will be eligible for a loan or grant under the program when:

- there is little or no chance of his securing a suitable job in his home area or in an area closer to his home than the area to which he is moving;
- there is suitable employment in the new area for which he will be hired and a shortage of workers qualified for such employment;
- there is a good chance of the new job resulting in his permanent re-establishment in the new location.

The program will move workers no further than is necessary to secure suitable employment. The movement of workers and their families under the program will be co-ordinated with federal and provincial industrial development programs. A worker who is either unemployed or under notice that he will be laid off permanently within 30 days of his application is eligible for a loan.

Workers in each of the following categories will be eligible for grants:

- those who have been unemployed for at least four of the six months preceding their date of application;
- those who have completed a provincially approved training course or a program of vocational rehabilitation and re-establishment within three months of their date of application;
- former automobile or auto parts workers eligible for Transitional Assistance Benefit in respect of their layoff, whether or not they are in receipt of such benefits;
- key skilled workers who are needed by employers who have received development grants under the Area Development Incentive Act. (A "key skilled worker" is defined as one whose employment will result in creating job openings for additional workers or will prevent the layoff of workers.)

*Continued on Page 36*

important in recent years. The effect of this has been that relations between manpower policies, employment policies and the more general economic policies, as well as the policies themselves, are becoming vitally important, Mr. Dymond said.

An understanding of governmental employment and manpower policies in Canada required in turn an understanding of the characteristics of our labour market, a number of which were unique. In Canada, since World War II, both the labour force and the numbers employed have increased more rapidly than in almost any other industrially advanced country in the western world. There have also been rapid shifts in industries and occupations, as well as a rapid growth in population,

## Two Main Characteristics

Two of the main characteristics of the Canadian labour market, the speaker said, were cyclical variations in the level of employment and seasonal variations in employment and unemployment. During each cycle of economic activity, there had been a considerable shifting of employment between industries. A significant number of workers released by the cyclically declining industries remained unemployed, while the demands of the expanding industries were often met by drawing on new entrants to the labour force.

A long-run change was a notable shift of labour away from the goods-producing industries into the service industries. This had had a disturbing effect on the labour market because of the different type of employment offered by the two. Many of the job openings in the service industries required a fairly high level of education, although sometimes salaries and wages were low. On the other hand, those displaced from the goods-producing industries often had mediocre education and were used to high wages, and their experience might be of little value in the service industries.

Another notable change was a considerable shift in the demand for male and female labour. This was shown by the fact that of the total increase in employment between 1953 and 1964 of 1,360,000, women made up 727,000; and during that period the proportion of women in the labour force increased from 22.4 to 28.8 per cent, while the number of married women employed increased about two and a half times.

"A further major factor affecting the character of manpower requirements is

the increasing pace of technological development, an effect which is often summarized under the title 'automation'. Technological change has been a factor in shifting labour requirements away from 'blue collar' occupations to a variety of 'white collar' occupations. It has also been a major factor in lifting the education and training requirements of the economy ever higher and substantially increasing the technical and professional content of the labour force,

## Further Trend of Significance

"A further trend of significance to manpower and employment policy in Canada has been the differential rates of employment and labour force growth in the various regions and areas of Canada. This, in turn, has necessitated a relatively high mobility requirement in a geographic sense in our labour force. This requirement arises because of the need to shift workers from one area to another as a result of differences between the growth of employment and of the native population of labour force age."

Turning from the demand side of the labour market to consider the supply side, the Assistant Deputy Minister spoke of the rapid expansion of the labour force that had begun two years ago and would increase in momentum during the next few years. This increase which was due to a high birth rate during and after World War II, would, it was estimated, bring about an increase of nearly a third in the 20-24 year age group in the labour force in the second half of this decade.

There would be a difference in the character of new labour supply during the rest of the 1960s compared with the 1950s. "In the 1950s, a substantial amount of our new labour supply was composed of immigrants who had considerable work experience and skills. In the 1960s our new labour supply will consist to a much greater extent of young people from the native population who have relatively high levels of education, but little work experience. On the supply side, the participation of women, as I have indicated on the employment side, has increased very markedly since the war and is expected to increase very substantially in the next few years."

## Decrease in Unemployment

The decrease in the number of unemployed during the past three or four years by nearly four percentage points to 3.2 per cent on a seasonally adjusted basis in October, meant that this source of manpower for economic expansion

was getting "closer and closer to the bottom of the manpower barrel".

"In short, intensified efforts will be required to adapt manpower, through training, mobility and in other ways, from the unemployed and under-employed group to meet the constantly changing requirements of our economy. . . ."

Characteristics of the unemployed labour supply were that: its size changed rapidly from month to month, and people moved rapidly into, and out of it; the unemployed generally had meagre education and little skill, and they came from the goods-producing, rather than from the service industries; they consisted predominantly of men rather than women, and they more often came from the manual and primary occupational groups than from professional, technical and financial occupations; it contained a high proportion of young and of older people; and it tended to be concentrated in parts of the country, such as the Maritimes and Eastern Quebec, that had comparatively low rates of growth in employment and comparatively high rates of growth in population.

Mr. Dymond remarked that research conducted by the Department of Labour had not shown that automation was an important cause of displacement of manpower that resulted in unemployment. As to any unemployment that could be attributed to this cause, if it were not for the effect of technological change in promoting high rates of growth of productivity, many industries would face a decline in production and employment as a result of difficulty in meeting competition.

## A Many-Sided Problem

"The unemployment problem then is a many-sided one, the solution of which in our economic and social context involves the stimulation of employment, the development and adaptation of our manpower resources, and measures to make more efficient the operation of our labour market," the speaker said. The relative weight to be put on these various types of measures can vary from time to time with labour market policies becoming relatively more important as compared to the stimulation of demand policy in periods when our economy moves towards full employment.

"In a broader sense, it should be pointed out that the unemployment problem also includes the problem of under-development; that is, those people who are not working as much as they want to, or those in marginal types of employment where productivity and income are very low," he concluded.



# Vocational Rehabilitation Services For Handicapped To Be Extended

The National Advisory Council on the Rehabilitation of Disabled Persons, at its fourth meeting held in Ottawa on December 16 and 17, was told that the Government had accepted a recommendation made at its third meeting (L.G. 1964, p. 547) that vocational rehabilitation services for the physically and mentally disabled should now be extended to other vocationally handicapped persons who require such services to enable them to enter employment.

The meeting was under the chairmanship of Brig. James L. Melville, who, in his opening remarks, expressed his regret at the death of Dr. G. Fred McNally, former chairman of the National Advisory Council on Technical and Vocational Training and first chairman of this present Council; and at the death of Dr. K. H. Running of the Medical Rehabilitation Division, Department of National Health and Welfare, who had been concerned with the work of the council and who had presented a report at the previous meeting.

Dr. George V. Haythorne, Deputy Minister of Labour, in a short address to the council, referred to progress in rehabilitation matters that had been made since the last meeting, and spoke of programs that were under way in the field of manpower generally.

## **Extension of Services**

Referring to the resolutions passed by the council at its previous meeting, the Deputy Minister said that the extension of services to include the "socially handicapped" as well as the physically and mentally disabled, as recommended by the council, had now been generally accepted. The wish was to extend boundaries to give service to other vocationally handicapped persons, "provided that they have job potentiality."

Regarding employment services, Mr. Haythorne said one of the recommenda-

tions arising out of an organizational survey of the Department conducted during the past four months was that the work of the Special Services in the National Employment Service and of the Vocational Rehabilitation Branch should be combined. This would make for integration of programs on the federal Government side, and would give more opportunity for collaboration with provincial and private organizations.

A new manpower mobility program was being introduced this month, the Deputy Minister said, and it was most important that good judgment be used to make sure that assistance went to those whose own interest and the national interest would be served by their moving. It was especially important to make sure of the ability of such persons to repay loans. An important feature of the program was the provision for grants not only to persons who had been unemployed for some time, but also to those who had completed vocational training or vocational rehabilitation.

## **Winter Works Program**

Discussions had been going forward with the provinces about ways of making use of the Municipal Winter Works Incentive Program to further training and rehabilitation programs, Mr. Haythorne said. The idea was to explore the possibilities for training on the job in connection with winter works. Shortages of certain kinds of manpower had to be met, and the unemployed should be brought into the winter works program in cases where this made sense. The aim was to get the unemployed off unemployment assistance and give them their preference of the jobs available through municipal work. This was logical because the unemployed had the greatest need, and also because unemployment assistance was being administered in many cases by the municipalities.

There was much concern, the Deputy Minister said, that the right steps should be taken in vocational rehabilitation, both in regard to new legislation and in making sure that everything possible was done under existing legislation. The council's observations on these matters would therefore be welcomed.

"We want to be satisfied that what we shall be doing is in phase with the Canada Assistance Program," he said, pointing out the need for co-ordination between welfare, vocational rehabilitation, vocational training services and other manpower programs,

## **Report of National Co-ordinator**

The period that had elapsed since the council's last meeting had been one of continuing re-appraisal and rethinking of the role of rehabilitation in combatting dependency, and a growing awareness among the people of Canada that the national well-being demanded that the incidence of dependency must be reduced, said Ian Campbell, National Co-ordinator, Civilian Rehabilitation, in his remarks to the council. "For humanitarian as well as economic reasons, Canada requires the productive capacity of the handicapped.

"Rehabilitation has become a popular word. The new interest in the possibilities of this approach, if followed by appropriate action, can bring great benefit to many. In seeking to do this, we must take full advantage of staff, techniques and successful world-wide experience in this field," said Mr. Campbell. While continuing the search for new and better methods, those that had been tried and proved, but had not received the degree of recognition needed to enable them to make their fullest contribution, must not be discarded.

"The concern for the disadvantaged 'expressed through the War on Poverty,

the Canada Assistance Act, Canada Pension Plan, the approach to medicare, the new Manpower and Employment Services, the greater availability and diversity of vocational training, basic training for skill development, training on-the-job, manpower mobility, ARDA and ADA' provides an entirely different and encouraging background for our work," the speaker said.

### More Efficient Contribution

"In particular, the bringing together of the National Employment Service, Vocational Rehabilitation and Vocational Training as closely integrated services within a broad program of manpower and employment policy, will, with improved labour market information, enable [us] to make a more effective contribution."

The voluntary agencies also had increased their efforts, especially in the matter of assessment and work try-out facilities and in the provision of sheltered employment. "The time is ripe for a great move forward to develop adequate and far-reaching rehabilitation services," Mr. Campbell said.

Since the last meeting, the number of staff on provincial payrolls, the cost of whose salaries was shared by the federal Government, had increased from 170 to 260. Training in universities was more widely used, with 174 seriously handicapped persons now registered in appropriate courses. The placement of handicapped persons by the NES had increased from 18,000 to 22,000. There were now, the speaker said, more than 150 sheltered workshops in Canada—50-per-cent growth in less than two years.

The branch's work in conjunction with the National Research Council had led to the production of a supplement to the National Building Code on Building Standards for the Handicapped, and federal and provincial governments had taken steps to apply these standards.

### Major Attack Needed

"It is significant that while 70 per cent of our successful cases are without earned income on referral, only 30 per cent were actually in receipt of public assistance, and only one third of these were referred by official welfare agencies," Mr. Campbell said. "If we are to prevent increased dependency, then a major attack must be made to assist all who for various reasons cannot be brought into the employment world through the normal methods of training and placement. We are concerned about the older workers and those on unemployment insurance benefits who, without

help, will drift to dependence on public assistance.

"We must be more sure that our services are reaching the physically and mentally impaired, and at the same time, in co-operation with the programs being sponsored by the Department of National Health and Welfare, ARDA, etc., establish clear understanding as to how each of us, in keeping with our own competence, can combine our resources in a vigorous attack upon the causes and results of dependency . . . We are particularly grateful for the contribution made through the strength of the voluntary movement."

### Discussion

Regarding encouragement for establishing registries of disabilities and disabled persons in the provinces, Dr. O. Hoffman, Chief of the Medical Rehabilitation Division, Department of National Health and Welfare, said that the idea of maintaining registries was gaining wider acceptance. There are now four general registries in Canada and two for congenital anomalies. He said that although a national registry was not feasible, the advance toward a common basis of registration was to be encouraged, as it would lead to a system for national collection of data.

At the previous meeting, the council passed a resolution asking the Government to consider transferring the Department of Veterans Affairs Prosthetic Service "to some other responsible organization, to the end that it may be maintained and expanded for the benefit of all Canadians." Dr. Hoffman said that some progress had been made in this matter. On April 1, the Prosthetic Service was transferred from the Department of Veterans Affairs to the Department of Health and Welfare, with effect from January 1, 1966. The latter department would be responsible for all prosthetic services except those relating to hearing aids and glasses, which would remain with the Department of Veterans Affairs.

It was hoped that manufacturing of prosthetic appliances would be developed at Sunnybrook Hospital in Toronto, where there was already a factory of the kind, Dr. Hoffman said.

Regarding extension of prosthetic services to non-veterans, the services would be purchased by the user, but it was not within the jurisdiction of his department to deal directly with individuals, and this would have to be done through the province concerned. The provinces would have to be consulted before such an extension of service could take place, but it was hoped that this matter would be

settled within the next few months, Dr. Hoffman said.

The council passed a resolution asking the department, in view of "a serious shortage of trained personnel," to "take immediate action to amend the Vocational Rehabilitation Agreement to allow 100 per cent federal support to the training of all types of vocational rehabilitation personnel." At present, the federal Government pays 50 per cent of the cost of such training.

Another resolution approved by the council recommended that cost sharing under Program 6 (Training of the Disabled) of the Technical and Vocational Training Agreement be brought into line with cost sharing under Program 5 of the same Agreement (Training of the Unemployed). The federal Government now pays 50 per cent of costs under Program 6 and 75 per cent under Program 5.

In discussion, it was brought out that the higher level of cost sharing under Program 5 sometimes caused persons to be directed into that program when they would more properly have been directed into Program 6, in which they would be able to get training that was more suited to their particular case.

A resolution on sheltered employment passed by the council at its previous meeting was reaffirmed. It asked the federal Government, through the Vocational Rehabilitation of Disabled Persons Agreement, to "devise means to encourage the development of such facilities through contributing to the capital and operating costs of such facilities. . ."

### Increased Support for Research

The council also recommended increased federal financial support for research and demonstration in vocational rehabilitation, and affirmed its own support for the proposed measures to strengthen the consultative and planning services in vocational rehabilitation at the federal, regional and provincial levels.

In another resolution, the council advised that its recommendations should be implemented through appropriate amendments to the Vocational Rehabilitation of Disabled Persons Act.

The council approved the setting up of two subcommittees. One of these was to give continuing study to vocational rehabilitation staff training and development, and was to include two or three outside members, one of whom was to be from the universities. The second subcommittee was to make recommendations to council with regard to preparing standards for the operation and financing of sheltered employment facilities in Canada.



# Pilot Project to Combat Shortage of Skilled Workers

A meeting was held in Sarnia, Ont., early in January to inaugurate a pilot training project aimed at combatting an expected shortage of skilled workers in the construction industry this year. Sarnia was selected because this area is expected to have a shortage of qualified construction workers owing to the number of major industrial projects underway there.

Behind the project is the newly-formed Training Advisory Committee for the Construction Industry in the federal Department of Labour. It has representatives from the Canadian Construction Association, the Industrial Contractors Association, the Home Builders Association, and the unions.

At the first meeting of the committee in December, short- and long-term training possibilities were examined, and the best ways of co-ordinating the efforts of all concerned were explored. As a result of the meeting it was decided to start the pilot training project in Sarnia.

Two major objectives of the committee are to double, from 10,000 to 20,000, enrolment in short-term construction training courses this winter, and to double from 6,500 to 13,000 the number of persons entering apprenticeship training over the coming year.

## Series of Remedies

The committee agreed also on a series of remedies for the industry. These included the establishment of more pre-apprentice and pre-employment training courses; a shortening of the duration of apprenticeship training; integration of short- and long-term apprentice programs; an expansion of training facilities; introduction of more up-grading courses in the industry; and the inclusion of a full ratio of apprentice trainees to journeymen on construction work.

The committee drew up a list of trades in which skilled requirements are expected to expand most rapidly. Looked at from the standpoint of the country as a whole, these trades are: equipment operators, bricklayers, electricians, glaziers, lathers, millwrights, plasterers, plumbers, sheet-metal workers, tile setters, welders and pipefitters. Demand for these trades varies from region to region.

In a report by the Economics and Research Branch of the Department of

Labour, members were told that the present number of apprentices in the construction industry is insufficient to meet the needs of any of the major trades. Shortages of skilled manpower are forecast for next summer unless determined efforts are made to increase skills in the meantime.

A minimum average annual increase of at least 5 per cent in the number of skilled construction workers will be necessary to maintain current needs and keep pace with national expansion.

## Stresses Need for Training

At a meeting of the National Executive of the Canadian Construction Association in Montebello, Que., the Deputy Minister of Labour, Dr. George V. Haythorne, stressed the need for training this winter for upgrading existing skills or acquiring new skills. The committee's objective was not to initiate crash programs, he said, but rather to "increase vigorously the tempo of programs which are already in existence and to introduce additional programs wherever this can be done on a practical basis."

Of shorter term training, he said: "It was agreed that participation in this program should be doubled by March 1966, and should concentrate on effective methods of training persons as equipment operators, bricklayers, glaziers, millwrights, iron workers, lathers, and in other such occupations where shortages exist on a regional or national basis.

"This committee has accepted a difficult task but has shown that it plans to produce results," he said. "It will require the support of all employer organizations, unions and government bodies if its plans and efforts are to bear fruit. Personally, I have promised all available help on behalf of the federal Department of Labour, and I believe I can speak for the provinces in saying that their help will also be forthcoming. I can assure you of the full support of the National Employment Service to help screen, select and refer applicants for employment or training.

## Can Assist the Provinces

"Through our federal-provincial Technical and Vocational Training Agreements, we can assist the provinces with

finances and technical assistance to set up and operate programs in line with the needs of the industry.

"We are prepared to take on two or three men from the industry on a short-term contract basis to work with employers and unions to help each of these to play their part in the training program. But the industry itself must take some active steps to make this program a success. Much is being done now, but more is required, and the efforts of industry and government must be co-ordinated.

"On-the-job training, with the exception of apprenticeship, is not as extensive in the construction industry as in some other industries. As I have pointed out, the Construction Committee has recommended doubling the apprenticeship program; but this is impossible if employers do not provide employment opportunities for apprentices.

## Will Share in Costs

"Closer co-operation with provincial or municipal schools in local areas can do much to make existing training more effective. In most of the provinces, provision is made for organizing and financing on-the-job training, and we will share with the provinces in their costs of this program. We have agreed to reimburse the provinces 75 per cent of their contributions to industry for apprenticeship and basic educational programs, and 50 per cent of provincial contributions or costs of other programs.

"Contractors who are now engaged in municipal winter works projects can provide training opportunities in preparation for next summer's demand for additional workers. The committee felt that this is a very likely means of providing on-the-job training this winter.

"Assistance can be provided to the provinces by making instructors and equipment available for training purposes during the winter season.

"Co-operation of this kind can double the intake of apprentices and the volume of shorter-term winter training during the next six months to allow us to reach the objective of feeding in 15,000 new workers and upgrading the skills of existing workers which is needed for 1966," the Deputy Minister said.

# Industrial and Geographic Distribution

## Of Union Membership in Canada in 1965

Union membership in Canada at the beginning of 1965 totalled 1,589,000 according to survey returns received by the Economics and Research Branch of the Department of Labour from national and international union headquarters, central labour congresses and independent labour organizations.

The 1965 membership represents an increase of 96,000, or more than 6 per cent, over the 1964 figure; this was the highest percentage increase in union membership in any year since 1956.

The data obtained from the survey were published in the 1965 edition of *Labour Organizations in Canada*, a handbook that contains statistical tables on union membership and a comprehensive directory of labour organizations, with names of their principal officers and publications, and the distribution of their locals. The statistical data contained in the handbook are Canada-wide totals, broken down by congress affiliation, and by type and size of union.

The tables on the following pages supplement the information contained in *Labour Organizations in Canada* by showing the distribution of union membership in Canada by industry, by province, and by labour market area. The tables are based on information obtained in a separate survey of individual local unions. This survey, carried on at the same time as the survey of union headquarters, requests individual local unions across the country to report the total number of their members, and the industry and location in which all or most of them are employed.

### Distribution By Industry

Table 1 gives a distribution of union membership by industry on the basis of the DBS Standard Industrial Classification (1960). The data deal primarily with the "major group" level of industry. In those classifications for which additional useful detail was provided, care has been taken to adhere to combinations of recognized industrial sub-groups. For the railway industry, which is not further sub-divided in the standard classification,

sub-totals are provided to show how union membership is divided between the operating and non-operating sectors.

The information in Table 2 supplements that provided in the first table. It lists, in alphabetical order, the names of international and national unions, and independent local organizations that account for more than one-tenth of the total union membership within the industry groups. All organizations active within any particular industry group are thus not necessarily shown, but only those having more than 10 per cent of the organized workers in the group.

### Geographic Distribution

In Table 3, union membership is shown on a provincial basis, and in Table 4, by labour market area. The boundaries of the labour market areas dealt with in Table 4 are broader than those of the centres for which the areas are named. In general, a labour market area corresponds to the area served by a local office centres for which the areas are named. In general, a labour market area corresponds to two or more N.E.S. local office areas. These composite areas are identified by an asterisk, and the local office areas they comprise are listed in the Appendix to Table 4.

Seven per cent of total union membership in Canada was reported by local unions whose members were dispersed throughout several locations in different areas or provinces. These locals and their membership have been classified under "two or more provinces" or "two or more areas" in Tables 3 and 4.

There were active in Canada at the beginning in 1965 more than 7,600 local unions with a total membership of more than one and one-half million. Survey returns were received from a large proportion of these locals; the relatively small number which did not reply to the survey is shown in Tables 1 and 3. No corresponding entry for these locals is given in the membership column, since their membership is not known. An adjustment entry indicates the difference between the total membership based on

the union headquarters survey, and the membership reported by the responding locals.

The uneven quality of the basic source data, and the practical difficulties inherent in the processing of the returns, necessarily reduce the accuracy of the results. Therefore the statistics presented here indicate only in a broad and approximate way the industrial and geographic distribution of organized labour in Canada.

The information for this article was obtained by the Labour Organizations Section of the Economics and Research Branch from local union secretaries. Their co-operation is gratefully acknowledged.

**TABLE 1—Union membership, by industry,<sup>(1)</sup> 1965**

Industry	Locals	Membership
FORESTRY <sup>2</sup> .....	25	45,500
FISHING AND TRAPPING.....	9	3,900
MINES.....	197	56,900
Metals.....	115	39,600
Minerals fuels.....	37	9,300
Non-metal.....	30	7,200
Quarries.....	13	600
Incidental services.....	2	200
MANUFACTURING.....	2,582	676,300
Food.....	338	66,700
Beverages.....	77	10,900
Tobacco products.....	14	5,200
Rubber.....	43	14,600
Leather.....	61	10,900
Textiles.....	148	40,200
Knitting Mills.....	22	3,300
Clothing.....	105	48,000
Wood.....	94	29,200
Furniture and fixtures....	59	10,500
Paper.....	329	77,900
Printing and publishing..	189	29,300
Primary metals.....	133	66,100
Metal fabricating.....	242	40,300



Industry	Locals	Mem- bership	Industry	Locals	Mem- bership	Industry	Locals	Mem- bership
Machinery.....	107	23,700	Running trades.....	328	34,200	PUBLIC		
Transportation equipment.....	138	94,700	Non-operating em- ployees.....	697	96,500	ADMINISTRATION	693	94,400
Electrical products.....	129	50,600	Truck transport.....	43	23,900	Federal administration..	28	3,200
Non-metallic mineral products.....	140	24,000	Buses and streetcars.....	54	18,900	Provincial administration	74	16,400
Petroleum and coal pro- ducts.....	24	4,200	Other transport.....	11	1,700	Local administration.....	591	74,800
Chemical products.....	134	18,800	Storage.....	22	5,600	INDUSTRY NOT REPORTED.....	15	3,000
Miscellaneous manufac- turing.....	56	7,200	Communication.....	685	71,200	ADJUSTMENT ENTRY <sup>3</sup> .....		13,400
CONSTRUCTION.....	561	170,800	Power, gas and water....	143	41,400	NO RETURN.....	601	
TRANSPORTATION AND UTILITIES.....	2,135	337,800	TRADE.....	209	55,100	TOTALS.....	7,629	1,588,800
Air transport and inci- dental services.....	67	7,200	FINANCE.....	13	900			
Water transport and in- cidental services.....	85	37,200	SERVICE INDUSTRIES..	590	130,800			
Railway transport.....	1,025	130,700	Education.....	156	14,400			
			Health and welfare.....	202	64,400			
			Recreational service.....	86	21,700			
			Services to business.....	6	400			
			Personal services.....	122	26,900			
			Miscellaneous services....	18	3,000			

<sup>1</sup>Based on DBS Standard Industrial Classification (1960).

<sup>2</sup>Includes some sawmilling.

<sup>3</sup>This entry represents the difference between total membership as reported in the survey of union headquarters and the total obtained in the survey of local unions.

TABLE 2—Union representation within industry groups, 1965

Industry Group	Unions Comprising More Than 10 Per Cent of the Total Reported Membership in Industry Group (in Alphabetical Order)	Industry Group	Unions Comprising More Than 10 Per Cent of the Total Reported Membership in Industry Group (in Alphabetical Order)
FORESTRY.....	Bush Workers, Farmers' Union (Ind.) Carpenters (AFL-CIO/CLC) Woodworkers (AFL-CIO/CLC)	Rubber.....	Rubber Workers (AFL-CIO/CLC)
FISHING AND TRAPPING	Native Brotherhood of B.C. (Ind.) United Fishermen (Ind.)	Leather.....	Butcher Workmen (AFL-CIO/CLC) Boot and Shoe Workers (AFL-CIO/CLC) Clothing Workers Federation (CNTU) Leather and Plastic Workers (AFL-CIO/CLC) Packinghouse Workers (AFL-CIO/CLC)
MINES		Textiles.....	Textile Federation (CNTU) Textile Workers' Union (AFL-CIO/CLC) United Textile Workers (AFL-CIO/CLC)
Metal.....	Mine, Mill and Smelter Workers (Ind.) Steelworkers (AFL-CIO/CLC)	Knitting mills.....	Clothing Workers Federation (CNTU) Textile Federation (CNTU) Textile Workers' Union (AFL-CIO/CLC) United Textile Workers (AFL-CIO/CLC)
Mineral fuels.....	Mine Workers (Ind.)	Clothing.....	Amalgamated Clothing Workers (AFL-CIO/CLC) Ladies' Garment Workers (AFL-CIO/CLC)
Non-metal.....	Mining Employees' Federation (CNTU)	Wood.....	Carpenters (AFL-CIO/CLC) Woodworkers (AFL-CIO/CLC)
Quarries.....	Cement Workers (AFL-CIO/CLC) Glass and Ceramic Workers (AFL-CIO/CLC) National Council of Canadian Labour (Ind.) Steelworkers (AFL-CIO/CLC)	Furniture and fixtures.....	Steelworkers (AFL-CIO/CLC) Upholsterers (AFL-CIO/CLC) Woodworkers (AFL-CIO/CLC)
Incidental services.....	Mine, Mill and Smelter Workers (Ind.)	Paper.....	Papermakers (AFL-CIO/CLC) Pulp and Paper Mill Workers (AFL-CIO/CLC) Woodworkers (AFL-CIO/CLC)
MANUFACTURING			
Food.....	Bakery Workers (CLC) Packinghouse Workers (AFL-CIO/CLC) Retail, Wholesale Employees (AFL-CIO/CLC) Teamsters (Ind.)		
Beverages.....	Brewery Workers (AFL-CIO/CLC) CLC-chartered locals Distillery Workers (AFL-CIO/CLC)		
Tobacco products.....	Tobacco Workers (AFL-CIO/CLC)		

Industry Group	Unions Comprising More Than 10 Per Cent of the Total Reported Membership in Industry Group (in Alphabetical Order)	Industry Group	Unions Comprising More Than 10 Per Cent of the Total Reported Membership in Industry Group (in Alphabetical Order)
Printing and publishing.....	Bookbinders (AFL-CIO/CLC) Lithographers and Photoengravers (AFL-CIO/CLC) Newspaper Guild (AFL-CIO/CLC) Printing Pressmen (AFL-CIO/CLC) Typographical Union (AFL-CIO/CLC)	Non-operating employees..	Maintenance of Way (AFL-CIO/CLC) Railway Carmen (AFL-CIO/CLC) Railway Clerks (AFL-CIO/CLC) Railway, Transport and General Workers (CLC)
Primary metals.....	Metal Trades Federation (CNTU) Steelworkers (AFL-CIO/CLC)	Truck transport.....	Teamsters (Ind.)
Metal fabricating.....	Machinists (AFL-CIO/CLC) Steelworkers (AFL-CIO/CLC)	Buses and streetcars.....	Public Service Employees Federation (CNTU)
Machinery.....	Auto Workers (AFL-CIO/CLC) Machinists (AFL-CIO/CLC) Steelworkers (AFL-CIO/CLC)	Other transport.....	Transit Union (AFL-CIO/CLC)
Transportation equipment...	Auto Workers (AFL-CIO/CLC) Machinists (AFL-CIO/CLC)	Storage.....	Railway Clerks (AFL-CIO/CLC)
Electrical products.....	I.U.E. (AFL-CIO/CLC) Northern Electric Employees (Ind.) U.E. (Ind.)	Communication.....	Teamsters (Ind.) Canadian Telephone Employees (Ind.)
Non-metallic mineral pro- ducts.....	Cement Workers (AFL-CIO/CLC) Chemical Workers (AFL-CIO/CLC) Glass and Ceramic Workers (AFL-CIO/CLC) Mine, Mill and Smelter Workers (Ind.)	Power, gas and water.....	Letter Carriers (CLC) Postal Employees (CLC) I.B.E.W. (AFL-CIO/CLC) Public Employees (CLC)
Petroleum and coal products	Oil workers (AFL-CIO/CLC)	TRADE.....	Retail Clerks (AFL-CIO/CLC) Retail, Wholesale Employees (AFL-CIO/CLC)
Chemical products.....	Chemical Workers (AFL-CIO/CLC) Chemical Workers Federation (CNTU) District 50, U.M.W.A. (Ind.) Oil Workers (AFL-CIO/CLC)	FINANCE.....	Commerce and Office Employees Federation (CNTU) Office Employees (AFL-CIO/CLC)
Miscellaneous manufacturing.....	Auto Workers (AFL-CIO/CLC) Chemical Workers (AFL-CIO/CLC) I.U.E. (AFL-CIO/CLC)	SERVICE INDUSTRIES	Public Employees (CLC) Public Service Employees Federation (CNTU)
CONSTRUCTION.....	Building Workers' Federation (CNTU) Carpenters (AFL-CIO/CLC) Labourers (AFL-CIO/CLC) Plumbers (AFL-CIO/CLC)	Health and Welfare.....	Building Service Employees (AFL-CIO/CLC) Public Employees (CLC) Service Employees' Federation (CNTU)
TRANSPORTATION AND UTILITIES	Air transport and incidental services..... Air Line Flight Attendants (CLC) Air Line Pilots (Ind.) Machinists (AFL-CIO/CLC) T.C.A. Sales Employees (Ind.)  Water transport and inciden- tal services..... I.L.A. (AFL-CIO/CLC) Seafarers (AFL-CIO)  Railway transport Running trades..... Locomotive Engineers (Ind.) Locomotive Firemen and Enginemen (AFL-CIO/CLC) Trainmen (AFL-CIO/CLC)	Recreational services..... Services to business.....	Musicians (AFL-CIO/CLC) Commercial Telegraphers (AFL-CIO/CLC) I.B.E.W. (AFL-CIO/CLC) Office Employees (AFL-CIO/CLC) Hotel Employees (AFL-CIO/CLC) Railway, Transport and General Workers (CLC) Building Service Employees (AFL-CIO/CLC) Office Employees (AFL-CIO/CLC) Teamsters (Ind.) CNTU-directly chartered
PUBLIC ADMINISTRATION		Federal administration.....	CLC-chartered locals Machinists (AFL-CIO/CLC)
Provincial administration.....		Local administration.....	B.C. Government Employees (CLC) Saskatchewan Government Employees (Ind.) Fire Fighters (AFL-CIO/CLC) Public Employees (CLC)



**TABLE 3—Union membership, by province, 1965**

Province	Num- ber of Locals	Locals Reporting		Province	Num- ber of Locals	Locals Reporting	
		Num- ber	Member- ship			Num- ber	Member- ship
Newfoundland.....	115	108	20,900	Two or more provinces <sup>1</sup> .....	15	15	31,700
Prince Edward Island.....	31	30	1,800	Adjustment entry <sup>2</sup> .....	—	—	13,400
Nova Scotia.....	337	330	45,500	No return.....	—	601	—
New Brunswick.....	306	279	32,000				
Quebec.....	2,063	1,844	455,300	TOTALS.....	7,629	7,028	1,588,800
Ontario.....	2,811	2,576	614,900				
Manitoba.....	319	294	61,600				
Saskatchewan.....	391	345	45,300				
Alberta.....	409	394	65,200				
British Columbia.....	818	803	200,500				
Yukon & N.W.T.....	14	10	700				

<sup>1</sup>Mainly Seafarers, Transportation, Communication Employees, Commercial Telegraphers and actors' equity.

<sup>2</sup>This entry represents the difference between total membership reported in the survey of union Headquarters and the total obtained in the survey of local unions.

**TABLE 4—Union membership, by labour market area, 1965**

Labour Market Area	Locals	Member- ship	Areas Having Under 1,000 Members	Labour Market Area	Locals	Member- ship	Areas Having Under 1,000 Members
NEWFOUNDLAND				QUEBEC			
Corner Brook.....	26	3,200		Asbestos.....	8	1,800	Maniwaki, Mont Laurier
Grand Falls.....	19	2,800		Beauharnois.....	16	1,900	
St. John's.....	58	9,500		Buckingham.....	14	1,700	
Two or more areas.....	2	4,200		Drummondville.....	30	3,600	
				Farnham—Granby*....	54	6,800	
				Gaspé*.....	18	2,000	
				Hull* (included with Ottawa, Ont.)			
				Joliette.....	45	4,500	
				La Tuque.....	13	1,900	
				Lac St. Jean*.....	135	17,500	
				Lachute—Ste. Thérèse*.....	26	3,600	
				Montmagny.....	9	1,500	
				Montréal*.....	629	241,800	
				Québec—Lévis*.....	177	35,100	
				Québec North Shore*..	54	14,300	
				Rimouski.....	20	2,400	
				Rivière du Loup.....	23	1,500	
				Rouyn—Val d'Or*.....	58	5,400	
				St. Hyacinthe.....	30	7,000	
				St. Jean.....	39	3,700	
				Ste. Agathe— St. Jérôme*.....	26	4,200	
				Shawinigan.....	41	8,000	
				Sherbrooke*.....	92	14,300	
				Sorel.....	30	5,900	
				Thetford—Megantic— St. Georges*.....	36	4,900	
				Trois Rivières.....	74	12,000	
				Valleyfield.....	26	4,100	
				Victoriaville.....	45	5,000	
				Two or more areas.....	17	30,500	
PRINCE EDWARD ISLAND							
Charlottetown.....	24	1,400	Summerside				
NOVA SCOTIA							
Amherst.....	15	1,200	Bridgewater,				
Halifax.....	99	17,200	Inverness, Liverpool,				
Kentville.....	26	1,600	Springhill, Yarmouth				
New Glasgow.....	45	5,800					
Sydney.....	82	14,800					
Truro.....	21	1,100					
Two or more areas.....	3	700					
NEW BRUNSWICK							
Bathurst.....	26	2,300	Minto, St. Stephen,				
Campbellton.....	26	2,900	Sussex, Woodstock				
Edmundston.....	20	1,700					
Fredericton.....	24	1,200					
Moncton.....	56	6,600					
Newcastle.....	13	1,800					
Saint John.....	86	10,700					
Two or more areas.....	1	2,600					

Labour Market Area	Locals	Member-ship	Areas Having Under 1,000 Members
<b>ONTARIO</b>			
Barrie.....	20	1,500	Arnprior,
Belleville—Trenton* ....	53	5,700	Bracebridge,
Brampton.....	26	3,200	Carleton Place,
Brantford.....	50	9,400	Collingwood,
Brockville.....	21	2,800	Gananoque,
Chatham.....	22	3,600	Goderich,
Cobourg.....	21	1,900	Hawkesbury,
Cornwall.....	33	5,100	Leamington,
Fort Frances.....	18	1,300	Lindsay, Listowel,
Fort William—			
Port Arthur.....	113	23,500	Midland, Napanee,
Galt.....	51	5,900	Parry Sound, Perth
Guelph.....	54	7,100	Pictou, Renfrew,
Hamilton.....	177	54,200	Sioux Lookout,
Kapuskasing.....	11	5,000	Sturgeon Falls
Kenora.....	29	3,500	
Kingston.....	42	8,400	
Kitchener.....	64	14,200	
London.....	98	20,700	
Niagara Peninsula*.....	187	32,000	
North Bay.....	48	5,800	
Orillia.....	14	1,100	
Oshawa.....	55	24,300	
Ottawa—Hull*.....	146	26,700	
Owen Sound.....	15	1,200	
Pembroke.....	28	2,500	
Peterborough.....	50	8,700	
Prescott.....	9	1,200	
St. Thomas.....	37	3,000	
Sarnia.....	38	7,500	
Sault Ste. Marie.....	51	12,000	
Simcoe.....	15	1,000	
Smiths Falls.....	19	1,400	
Stratford.....	32	2,500	
Sudbury*.....	79	33,800	
Timmins—			
Kirkland Lake*.....	61	6,100	
Toronto*.....	567	205,700	
Walkerton.....	6	1,300	
Wallaceburg.....	5	1,000	
Windsor.....	88	33,400	
Woodstock—			
Tillsonburg*.....	25	4,400	
Two or more areas.....	20	19,200	
<b>MANITOBA</b>			
Brandon.....	30	1,900	Dauphin,
Flin Flon.....	12	2,800	Portage la Prairie
The Pas.....	12	2,300	
Winnipeg.....	220	51,100	
Two or more areas.....	3	3,000	
<b>SASKATCHEWAN</b>			
Moose Jaw.....	40	4,500	Estevan, Swift
North Battleford.....	22	2,300	Current
Prince Albert.....	35	3,000	
Regina.....	81	13,700	
Saskatoon.....	100	12,100	
Weyburn.....	8	1,000	
Yorkton.....	29	1,800	
Two or more areas.....	5	5,400	

Labour Market Area	Locals	Member-ship	Areas Having Under 1,000 Members
<b>ALBERTA</b>			
Blairmore.....	11	1,300	Drumheller, Edson,
Calgary.....	117	25,100	Grande Prairie,
Edmonton.....	152	30,000	Red Deer
Lethbridge.....	43	2,900	
Medicine Hat.....	29	2,600	
Two or more areas.....	3	2,600	
<b>BRITISH COLUMBIA</b>			
Central Vancouver			
Island*.....	62	14,800	Chilliwack, Dawson
Cranbrook.....	29	4,000	Creek, Princeton
Kamloops.....	36	3,300	
Kitimat.....	5	1,800	
Okanagan Valley*.....	60	8,000	
Prince George.....	32	3,900	
Prince Rupert.....	39	3,700	
Trail—Nelson*.....	40	6,100	
Vancouver—			
New Westminster*... ..	366	124,900	
Victoria.....	88	15,000	
Two or more areas.....	12	12,200	

\*Indicates labour market area comprising two or more NES local office areas. See Appendix.

#### APPENDIX TO TABLE 4—Labour market areas comprising two or more local office areas.

Labour market areas appear in italics, followed by names of the component NES local office areas in light type.

#### QUEBEC

*Farnham-Granby:* Cowansville, Farnham, Granby. *Gaspé:* Causapscal, Chandler, Gaspé, Matane, New Richmond. *Lac St. Jean:* Chicoutimi, Dolbeau, Jonquière, Port Alfred, Roberval, Ville d'Alma. *Lachute-Ste Thérèse:* Lachute, Ste Thérèse. *Montréal:* Montréal, Ste Anne de Bellevue. *Québec-Lévis:* Lévis, Québec. *Québec North Shore:* Baie Comeau, Forestville, La Malbaie, Sept Iles. *Rouyn-Val d'Or:* Rouyn, Val d'Or. *Ste Agathe-St Jérôme:* Ste Agathe, St Jérôme. *Sherbrooke:* Magog, Sherbrooke. *Thetford-Mégantic-St Georges:* Mégantic, Thetford Mines, Ville St Georges. *Trois Rivières:* Louiseville, Trois-Rivières.

#### ONTARIO

*Belleville-Trenton:* Belleville, Trenton. *Fort William-Port Arthur:* Fort William, Port Arthur. *Niagara Peninsula:* Fort Erie, Niagara Falls, Port Colborne, St. Catharines, Welland. *Ottawa-Hull:* Hull, Que., Ottawa, Ont. *Sudbury:* Elliot Lake, Sudbury. *Timmins-Kirkland Lake:* Kirkland Lake, Timmins. *Toronto:* Long Branch, Newmarket, Oakville, Toronto, Weston. *Woodstock-Tillsonburg:* Tillsonburg, Woodstock.

#### BRITISH COLUMBIA

*Central Vancouver Island:* Courtenay, Duncan, Nanaimo, Port Alberni. *Okanagan Valley:* Kelowna, Penticton, Vernon. *Trail-Nelson:* Nelson, Trail. *Vancouver-New Westminster:* Mission City, New Westminster, Vancouver.



# Employment Review

Employment in December, at 6,933,000, was virtually unchanged from November. In previous years, employment has usually declined considerably during this period.

Unemployment showed a smaller-than-seasonal increase between November and December, rising by 32,000 to 252,000. The unemployment rate in December represented 3.5 per cent of the labour force compared with 4.1 per cent in December 1964, and 5.1 per cent in December 1963. Seasonally adjusted, the December 1965 unemployment rate was 3.4 per cent.

The labour force showed unusual strength during the month, rising by 26,000, whereas typically it declines at this time. The total, at 7,185,000, was higher than a year earlier by 273,000, or 3.9 per cent. For men and women, the advance was of about equal magnitude. The year-to-year increase in the male

labour force was well above the average for any year since 1957.

Employment in December was 305,000, or 4.6 per cent higher, and unemployment 32,000 lower than a year earlier.

## Employment

Non-farm employment rose by 47,000 to 6,463,000 between November and December, whereas in previous years it has declined during this period. Farm employment declined by an estimated 53,000.

Compared with a year earlier, non-farm employment was up by 362,000, or 5.9 per cent. All of the service-producing industries contributed to the advance. Construction employment continued at a very high level, the total being well above last year.

Employment was noticeably higher than a year ago in all regions. The

gains ranged from 3.2 per cent in the Prairie region to 6.9 per cent in the Atlantic region.

## Unemployment

Unemployment rose by 32,000 to 252,000 between November and December, a relatively small increase for this time of year.

Compared with a year earlier, unemployment was down 32,000. Of the 252,000 unemployed in December, 205,000 had been unemployed for three months or less. The remaining 47,000, or 19 per cent of the total, had been unemployed for four months or more. A year earlier, this group accounted for 24 per cent of the total.

The review is prepared by the Employment and Labour Market Division of the Economics and Research Branch.

## Labour Market Conditions

Labour Market Areas	Labour Surplus				Approximate Balance		Labour Shortage	
	1		2		3		4	
	December 1965	December 1964	December 1965	December 1964	December 1965	December 1964	December 1965	December 1964
Metropolitan.....	1	2	3	8	8	2	—	—
Major Industrial.....	6	8	12	14	8	4	—	—
Major Agricultural.....	2	3	6	10	6	1	—	—
Minor.....	13	22	24	27	21	8	—	—
Total.....	22	35	45	59	43	15	—	—

NOTE: Grande Prairie was not included in the survey prior to January 1965.

## Classification of Labour Market Areas—December

	Substantial Labour Surplus	Moderate Labour Surplus	Approximate Balance	Labour Shortage
	Group 1	Group 2	Group 3	Group 4
	ST. JOHN'S	Quebec-Levis Vancouver-New Westminster- Abbotsford*	Calgary Edmonton Halifax Hamilton Montreal Ottawa-Hull Toronto Windsor	
METROPOLITAN AREAS (labour force 75, 000 or more)		WINNIPEG		

# Classification of Labour Market Areas—December

	Substantial Labour Surplus		Moderate Labour Surplus		Approximate Balance		Labour Shortage
	Group 1		Group 2		Group 3		Group 4
MAJOR INDUSTRIAL AREA (labour force 25,000-75,000; 60 per cent or more in non- agricultural activity)	CORNER BROOK	←	Brantford		Guelph		
	GRANBY-FARNHAM-		Cornwall		Kingston		
	COWANSVILLE	←	FT. WILLIAM-		Kitchener		
	JOLIETTE	←	PT. ARTHUR	←	London		
	MONCTON	←	Lac St. Jean		Peterborough		
	NEW GLASGOW	←	Niagara Peninsula		Saint John		
	SHAWINIGAN	←	Oshawa		Sarnia		
			Rouyn-Val d'Or		Sudbury		
			Sherbrooke				
			Sydney-Sydney Mines				
			TIMMINS				
			KIRKLAND LAKE				
			NEW LISKEARD	←			
			Trois Rivières				
			Victoria				
MAJOR AGRICULTURAL AREAS (labour force 25,000-75,000; 40 per cent or more in agriculture)	CHARLOTTETOWN	←	BARRIE	←	Brandon		
	Rivière du Loup		LETHBRIDGE	←	Chatham		
			NORTH		Moose Jaw		
			BATTLEFORD	←	Red Deer		
			Prince Albert		Regina		
			→THETFORD-		Saskatoon		
			MEGANTIC-VILLE				
MINOR AREAS (labour force 10,000 to 25,000)			ST. GEORGES				
			YORKTON	←			
	Bathurst		BELLEVILLE-		Beauharnois		
	BRIDGEWATER	←	TRENTON	←	Brampton		
	CAMPBELLTON	←	Bracebridge		Drumheller		
	DRUMMONDVILLE	←	CENTRAL-		Fredericton		
	Gaspe		VANCOUVER	←	Galt		
	MONTMAGNY	←	ISLAND		Goderich		
	NEWCASTLE	←	CHILLIWACK	←	Grande Prairie		
	QUEBEC NORTH		CRANBROOK	←	Lachute-St. Therese		
	SHORE	←	Dauphin		Lindsay		
	RIMOUSKI	←	Dawson Creek		LISTOWEL		←
	St. Stephen		EDMUNDSTON	←	Medicine Hat		
	SOREL	←	GRAND FALLS	←	North Bay		
	SUMMERSIDE	←	Kamloops		Pembroke		
	YARMOUTH	←	KENTVILLE	←	St. Thomas		
			Okanagan Valley		Sault Ste. Marie		
			OWEN SOUND	←	Simcoe		
			PORTAGE LA		STRATFORD		←
			PRAIRIE	←	Trail-Nelson		
			Prince George-Quesnel		Walkerton		
			Prince Rupert		Weyburn		
			Ste. Agathe-St. Jerome		Woodstock-Tillsonburg		
			ST. HYACINTHE	←			
			St. Jean				
			SWIFT CURRENT	←			
			Truro				
			VALLEYFIELD	←			
			Victoriaville				
			WOODSTOCK, N.B.	←			

The areas shown in capital letters are those that have been reclassified during the month, an arrow indicates the group from which they moved. For an explanation of the classification used, see page 76.

\* The NES office was previously at Mission City; the geographical boundaries of the area remain unchanged.



# Latest Labour Statistics

Principal Items	Date	Amount	Percentage Change From	
			Previous Month	Previous Year
<b>TOTAL CIVILIAN LABOUR FORCE (a)</b> .....(000)	Dec. 11	7,185	+0.4	+3.9
Employed.....(000)	Dec. 11	6,933	-0.1	+4.6
Agriculture.....(000)	Dec. 11	470	-10.1	-10.8
Non-agriculture.....(000)	Dec. 11	6,463	+0.7	+5.9
Paid workers.....(000)	Dec. 11	5,887	+0.4	+5.7
At work 35 hours or more.....(000)	Dec. 11	5,800	+19.4	+4.9
At work less than 35 hours.....(000)	Dec. 11	967	-47.8	+5.5
Employed but not at work.....(000)	Dec. 11	166	-27.8	-8.8
Unemployed.....(000)	Dec. 11	252	+14.5	-11.3
Atlantic.....(000)	Dec. 11	44	+51.7	+10.0
Quebec.....(000)	Dec. 11	97	+4.3	-6.7
Ontario.....(000)	Dec. 11	60	+22.4	-21.1
Prairie.....(000)	Dec. 11	29	+20.8	-12.1
Pacific.....(000)	Dec. 11	22	-12.0	-29.0
Without work and seeking work.....(000)	Dec. 11	232	+13.7	-14.1
On temporary layoff up to 30 days.....(000)	Dec. 11	20	+25.0	+42.9
<b>INDUSTRIAL EMPLOYMENT (1949=100)</b> .....	October	143.5	-0.4	+6.5
Manufacturing employment (1949=100).....	October	132.0	-0.5	+6.8
<b>IMMIGRATION</b> .....	1st 9 mos.	108,409	—	+28.0
Destined to the labour force.....	1st 9 mos.	55,555	—	+29.1
<b>STRIKES AND LOCKOUTS</b>				
Strikes and lockouts.....	December	58	-25.7	+20.8
No. of workers involved.....	December	9,185	-19.3	-72.7
Duration in man days.....	December	86,460	-19.8	-81.2
<b>EARNINGS AND INCOME</b>				
Average weekly wages and salaries (ind. comp.).....	October	\$93.58	+1.4	+5.8
Average hourly earnings (mfg.).....	October	\$2.15	+0.9	+5.9
Average hours worked per week (mfg.).....	October	41.5	+0.5	-0.3
Average weekly wages (mfg.).....	October	\$89.22	+1.5	+5.8
Consumer price index (1949=100).....	December	140.8	+0.4	+2.9
Index numbers of weekly wages in 1949 dollars (1949=100).....	October	152.5	+0.9	+2.6
Total labour income.....\$000,000	October	2,299	-0.3	+12.0
<b>INDUSTRIAL PRODUCTION</b>				
Total (average 1949=100).....	November	248.4	+2.0	+ 9.4
Manufacturing.....	November	219.1	+0.5	+ 8.6
Durables.....	November	230.8	+2.6	+12.5
Non-durables.....	November	209.0	-1.5	+ 5.1
<b>NEW RESIDENTIAL CONSTRUCTION (b)</b>				
Starts.....	December	12,389	-23.8	+ 1.9
Completions.....	December	9,384	+ 2.3	+20.2
Under construction.....	December	101,786	+ 2.9	+13.2

(a) Estimates of the labour force, the employed and the unemployed, are from *The Labour Force*, a monthly publication of the Dominion Bureau of Statistics which also contains additional details of the characteristics of the labour force, together with definitions and explanatory notes.

(b) Centres of 5,000 population or more.

# Industrial Fatalities in Canada

## To End of September 1965

The fatalities covered in this review are those that involved persons gainfully employed and that occurred during the course of, or arose out of their employment, including deaths resulting from industrial diseases.

Statistics on industrial fatalities are compiled by the Economics and Research Branch from the reports received from the provincial Workmen's Compensation Boards, the Board of Transport Commissioners, and certain other official sources. Newspaper reports are used to supplement these. For industries not covered by workmen's compensation legislation, newspaper reports are the Department's only source of information. It is possible, therefore, that coverage in such

industries as agriculture, fishing and trapping, and certain of the service groups, is not as complete as in industries covered by workmen's compensation legislation. Similarly, a small number of traffic accidents that are in fact industrial, may be omitted from the Department's records because of lack of information in press reports.

The number of fatalities that occur during the period under review is usually greater than indicated in the article and tables. However, fatalities that were not reported in time for inclusion are recorded in supplementary lists, and the statistics are revised accordingly in the next annual review.

Up to the end of November, the Department of Labour had received reports on 388\* industrial fatalities that occurred in Canada during the third quarter of 1965, covering July, August and September. During the previous quarter, 273 fatalities were recorded. This is 53 more than the previously published preliminary total of 220 (L.G., Oct. 1965, p. 915).

In the third quarter of last year, 390 fatalities were recorded—59 more than the preliminary figure of 331 (L.G., Jan. 1965, p. 35).

Industrial fatalities in Canada that occurred during the third quarter of 1965 were distributed in the age groups as follows (figures for women in parentheses):

Age Group	Fatalities	Workers Employed ('000)
15-19	11 (-)	570 ( 386)
20-24	48 (2)	601 ( 346)
25-44	168 (1)	2,276 ( 769)
45-64	93 (1)	1,555 ( 555)
65+	14 (-)	180 ( 41)
<b>Total</b>	<b>334 (4)</b>	<b>5,182 (2,097)</b>

In two occupations—transport and communications; craftsmen, production process and related workers—comprising 32 per cent of the total workers employed, 57 per cent of the total fatalities occurred. While in the primary occupations, comprising one-eighth of the total workers employed, every fifth fatality occurred; in the white collar and service occupations, comprising over half of the

total workers employed, every tenth fatality occurred.

During the quarter, there were four multi-fatality accidents that brought death to 43 workmen. Seventeen persons, including aircraft crew members and employees in various industries, died in the Canadian Pacific Airlines DC-6B crash near 100 Miles House, B.C., on July 8, when all aboard were killed. Twelve construction workers died on September 7 as a result of the caisson explosion on the site of the Three Rivers bridge under construction in Quebec. Five seamen were lost in an explosion on the Canada Steamship Lines freighter "Fort William" on September 14 in Montreal Harbour, Que. Nine employees of Booth Fisheries Company perished in a disaster on September 24, when the fishing freighter "Suzanne E" sank in a storm on Lake Winnipeg, Man.

### In The Construction Industry

The largest number of fatalities, 98, occurred in the construction industry. Of these fatalities, 20 were in buildings, 41 in highways, and 37 in other construction.

Of the 88 fatalities that occurred in transportation, communication and other utilities industries, 14 were in air transportation; 25 each in water transportation and in local and highway transportation; 10 in railway transportation; 2 in miscellaneous transportation; 4 in storage, and 8 in electric power industries.

The 47 fatalities recorded in the manufacturing industry were distributed as follows: 3 each in food and beverage

products, and in metal fabricating industries products; 1 each in clothing products, machinery products, and electrical products; 9 in wood products; 6 each in paper products and in primary metal industries products; 8 in transportation equipment products; 4 in non-metallic mineral products; and 5 in chemical products.

In the mining industry, 16 of the 36 fatalities were in metal mining; 3 in coal mining; 2 in petroleum and oil wells; and 15 in non-metal mining.

In agriculture 22 fatalities were recorded.

Of the 47 remaining, 17 were in forestry; 14 in trade; 9 in service; 4 in fishing; 2 in public administration and 1 in finance.

### Accident-Type Group

An analysis of the 338 fatalities in the third quarter of 1965, shows that 90 (27 per cent) were caused by collisions, derailments, wrecks, etc. Automobiles and trucks were involved in 33 accidents; aircraft in 29; tractors and load-mobles in 11; watercraft in 9; railway in 5; and street railway, other transportation vehicles, and miscellaneous agencies in 1 each.

Of the 79 fatalities (23 per cent) that were in the accident-type group of "being struck by different objects", 17 were the result of being struck by tools, machinery, cranes, etc.; 12 were caused by moving vehicles; and 50 were in the category of such objects as falling trees

*Continued on page 48*

\* See Tables H-1, and H-2 at back of this book.



# Situation of Unemployed Older Worker in U.S. Will Be Determined by National Economy

The report of Secretary of Labor Willard Wirtz to Congress in 1965, "The Older American Worker," suggested action that might be taken in the United States on behalf of older workers.

The report suggested the need for collective bargaining procedures that would galvanize opportunities for hiring unemployed workers with long industrial service, while at the same time protect the seniority rights of employed workers.

The situation of the unemployed older worker is fundamentally determined by the condition of the national economy. As long as there exists a considerable body of unemployed persons, the unemployed older worker will be competing for jobs at a disadvantage. The factors of education, training and mobility work primarily to the advantage of younger workers.

Full employment comes first in any serious intention to eliminate the disadvantages that unemployed older workers must overcome, states the report. It goes on to say that, given a high and expanding level of employment, a vigorous nation-wide employment effort, coupled with new and improved methods of counselling, training, and placement are requisites in a program directed toward any meaningful expansion of job opportunities.

The report stressed the importance of: (1) intensive individual and group counselling; (2) the larger provision of training and retraining opportunities for older workers, especially through on-the-job training (L.G. 1963, p. 1102); (3) the development of new and more effective methods of training adult workers (L.G. Aug. 1965, p. 704); (4) more opportunities for basic education and income supplements to make this education practicable. (Canadian experience has resulted in current thinking along similar lines.)

The report points out that to achieve this will call not only for action in new directions, but for special leadership at a key point in the administration of the nation's manpower programs. The report emphasizes that special attention should be given to the problems of older workers in any attempt at development of a nation-wide employment program.

Techniques for the advance planning of manpower requirements are being applied in a number of industries, and have

been used successfully in several difficult disputes over adjustment to technological change, the report states. Techniques aimed at redesigning jobs to permit greater numbers of older workers to function effectively and at high levels of productivity are only beginning to be developed.

The U.S. Secretary of Labor's report concluded by calling for a larger, more informed effort on behalf of older workers, and urged that arbitrary discrimination could and should be stopped. It recommended enlarging the abilities of those older workers whose limitations were an obstacle to their employment, and it also called for improvement in the process of matching men and jobs, where that process was working to the disadvantage of older workers. The report declared that these goals were possible through exertion of the national will—coupled with a national effort incorporating four types of programs:

- (1) Action to eliminate arbitrary age discrimination in employment;
- (2) action to adjust institutional arrangements which are a disadvantage to older workers;
- (3) action to increase the availability of work for older workers;
- (4) action to enlarge educational concepts and institutions to meet the needs of and provide opportunities for older workers.

## The Factors Involved

The report was based on a lengthy study that included examination of personnel practices affecting: the employment of older workers, the changing job market, characteristics of older workers and their effects on employability, social and economic consequences of restricted employment, and government action on problems affecting the employment of older workers.

The examination demonstrated that a variety of factors determine the age at which job-seekers move into the "older worker" category after encountering age restrictions on employment. These factors include the occupations and industries to which older workers were attached, the job-market conditions where they lived, the hiring practices of individual employers, and the institutional factors that impinged upon or directly controlled the hiring process.

At 30, a worker may not be eligible for a job in those few establishments which confine their recruitment to recent high school and college graduates. At 40, he may find age restrictions becoming more common, as employers begin to reveal a pattern of preference for younger workers. By age 45, his employment opportunities are likely to contract sharply. They shrink more severely at age 55, and virtually vanish by age 65.

The study explains that this situation does not mean that workers aged 45 or over cannot get jobs or cannot get good jobs. It does mean, however, that their job search may be long and hard, for they will be given no consideration for employment in some establishments. For many, it also means that their choices narrow; that they must accept reduced wages—in some cases, for the same kind of work, and in others, for work at lower skills.

These have been the major findings in previous investigations into the employment problems of older workers. They were confirmed more recently by surveys conducted in Baltimore, Indianapolis, Kansas City, Memphis and Salt Lake City by the U.S. Employment Service and its co-operating state employment services to determine what considerations affect the hiring of older workers.

What the earlier survey revealed was that only 8.6 per cent of all new workers hired by the establishments surveyed in 1964 were aged 45 or over—less than one third of this age group's proportion among the unemployed. In fact, one out of five employers failed to hire a single new worker who had reached 45, and half reported that fewer than 5 per cent of all new workers hired were in this age group.

On the other hand, workers aged 45 or over accounted for at least 15 per cent of all new workers hired by one out of every five employers. Many of these employers praised the older worker for his job performance, stability, dependability, responsibility, knowledge and experience, adaptability, trainability, and other desirable traits. The findings showed also that employment opportunities for older workers were greatest in establishments with an affirmative policy of hiring without regard to age.

## **Female Union Members Form 15.4 Per Cent of Total Membership**

The Corporations and Labour Unions Returns Act (Section 9 vi) passed in 1962, has made it possible for the first time to estimate the extent of women's participation in the labour organizations of Canada,

The Act requires every labour organization subject to its provisions to report members of its locals, in male and female categories, to the Dominion Statistician, who administers the legislation.

The first annual report of the Minister of Trade and Commerce\* under the Act covering the fiscal period ending in 1962, appeared in June 1965.

According to the report, female members numbered 233,249, which is 15.4 per cent of all members reported. They were organized in international unions comprising 47.8 per cent, national unions with 33.8 per cent, and government employees' organizations with the remainder of 18.4 per cent.

Male members were in the majority in 145 of the 169 reporting unions. Only 35 per cent of the locals reporting included women members, and the 24 unions with a majority of women accounted for 75.-332, or 32 per cent of all women members.

By region, the highest proportion of organized women workers was in Saskatchewan, which accounted for 22.1 per cent of the total, followed by Quebec and Alberta with 19.4 and 15.9 per cent respectively.

The union women were most highly concentrated in Ontario and Quebec, which together accounted for more than two thirds of the total number of women members.

\* \* \*

### **UAW Women's Conference**

Plant problems affecting women workers were the subject of study at a recent week-end conference at the UAW Education Centre, Port Elgin, Ont. sponsored by the Canadian Region in co-

operation with their Detroit-based Women's Department.

Discussion outlines prepared for the workshops posed a number of typical questions:

#### **Layoffs**

Staff reductions start by going down the seniority lists, and later some men begin to spread the feeling that they should be given preference in employment over married women. The married women contend that they work out of economic necessity and in order to support their children. They say young girls living at home without family responsibilities should be laid off. What stand should be taken by the local union in such a situation?

#### **Equal Pay**

In a plant, similar work is being done in various areas of the shop, in some cases by women, and in others by men. The men receive a higher hourly rate of pay. There is no equal-pay clause in the contract. Some men in the shop approve of the situation, and so do a number of women who oppose any action, fearing that compulsory equal pay might endanger their jobs. What steps should be taken to institute equal pay for equal work in such situations?

#### **Discrimination**

A small number of women employed in a predominantly male plant are told by their co-workers that they are not wanted, a feeling shared by management. They are over-scrutinized and harassed at every step, and their weaknesses exaggerated. How would one go about processing such a grievance, if it is considered to be a grievance, and if the committeeman does not think it is a legitimate

grievance? What are the rights of women in such a situation?

#### **Union Representation**

Despite a majority of women workers, men hold all the jobs in the local union, with the exception of recording and financial secretary, which is held by a woman because she is most capable of performing these duties. Women who run for office do not enjoy the full support of their female co-workers and seem to be at odds with each other, presenting a somewhat comic spectacle. What if anything, should be done about this situation? What steps should be taken to overcome the male employees' contention that women "always fight among themselves" and tend to be jealous of female co-workers who would like to remedy the situation?

#### **Job Classification**

A practice seems to have arisen in which duties which women cannot perform, either because they are physically too demanding or require greater skill, are included in job requirements, thereby dividing the duties into "men's" jobs and "women's" jobs. As a consequence, women whose jobs are eliminated are laid off, while men who have less seniority are kept working. What can be done about this?

#### **Working Mothers**

Blame for the problems of increased child delinquency tends to be placed on the shoulders of the working mother. Keeping mother at home, it is contended, would eliminate the problem.

#### **New Handbook**

The UAW Women's Department is in the process of preparing a revised handbook for Local Union Women's Committees. The booklet clarifying the role of the working woman today hopefully will point the way to dealing with some of these problems.

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\* Report for 1962-Corporations and Labour Unions Returns Act-C25-3/1962 Queen's Printer \$2. (English and French).



## Plant Labour-Management Committee Reformed with Stronger Foundations

When major plant, equipment and production changes were being planned for the world-famous organ manufacturers, Casavant Frères of St. Hyacinthe, Que., company President and General Manager Charles Perrault called on the plant labour-management committee to ease the strain.

Though this committee had been dormant for some time, Mr. Perrault realized that complete co-operation between labour and management would be necessary if all the proposed changes were to be made with the greatest efficiency. So he requested that the Casavant Frères labour-management co-operation committee be reformed with stronger foundations. That was two-and-a-half years ago.

The committee has been meeting regularly ever since, dealing with such mat-

ters as location of departments, machinery, handling operations, structures of the various departments, and alternative methods of carrying out operations.

Mr. Perrault also found that the committee members had many good suggestions and much useful information to hand over to the consulting engineers who were in charge of the modernization.

### Able to Foresee Changes

In addition, the committee members were able to foresee changes which would result from the new working conditions and prepare the employees for these changes, and any initial difficulties that might arise before all the renovations were complete.

The committee is now working on new

production methods, particularly problems resulting from production changes.

In order to keep the committee strong, their new constitution calls for alternating the chairmanship between management and labour; a permanent secretary; replacing both labour and management representatives at intervals to bring in new people with new ideas.

Mr. Perrault notes: "Management and labour agree that this co-operation committee is a source of good understanding and of increased production and that it must be kept operating. It is also understood that the necessary changes to assure its good operation must be considered from time to time and that the committee must not become a simple matter of routine."

## Old Craft Gets New Look In Toronto Area

One of the oldest crafts in the world is giving itself a completely new look, as well as new life, in the Toronto area.

Two trade unions, 14 contractors and four manufacturers have banded together to give the lathing and plastering industry an energetic shot in the arm through their Plastering Information Centre,

The centre, with its showroom, workroom and offices, is completely supported by the three groups. Each union member contributes a fixed amount for each hour he works. Each contractor also contributes a fixed amount for each hour his tradesmen work. All the contractors are

members of the Contracting Plasterers' Association of Toronto Inc.

The showroom at Pic contains large-scale samples of arches, textures, moldings, concave and convex curves and cut-aways showing various styles of lathing and studding. In the workroom Pic experts make up samples of plaster texture and colour for use by architects in drawing up their specifications.

### Enthusiastic Supporters

Edward B. Higgins, secretary-treasurer of Pic, says: "The unions and management are enthusiastic supporters and

have a share in the operation of their information centre. It can do only good. Already it is creating more demand for lath and plaster construction, so both groups are benefiting through this enlightened self-interest."

Ed Thompson, business agent for Local 48, Operative Plasterers' and Cement Masons' International Association of United States and Canada, comments:

"Our union local is proud to be a partner in the Pic development and the efforts towards continued steady employment."

## New Workers Needed For Changing Marine Scene

Though sailors "still go down to the sea in ships", the ways of marine life have changed considerably since the days of the sailing ships. Today's modern fishing fleets use radar, depth-gauges, sonar systems and ship-to-shore radio communications.

To keep up with all these changes, Lunenburg Foundry and Engineering Ltd., of Lunenburg, N.S., has to employ such highly-skilled craftsmen as fitters, welders, molders, construction and marine electricians, electronic technicians, riggers, pipe fitters, plumbers, sheet metal

workers, pattern makers, carpenters, diesel and engine mechanics.

Finding these workers has become so difficult that Lunenburg Foundry, in co-operation with the Nova Scotia Departments of Labour and Education, and the Federal Department of Labour, has instituted special training programs for younger workers.

### Evening Study Supervised

These young men go to school two nights a week for 20-class terms then work in the plant during the day. Even-

ing study is supervised by one of the company's engineers who is paid by the governments.

Both the company and the provincial government are delighted with the results. Within two years the young trainees can be certified, and after a further two years on-the-job training they can become journeymen.

John J. Kinley, who last year succeeded his father Senator Kinley as president of the Lunenburg Foundry and Engineering Ltd., highly praised this program to train employees as skilled workers.

# Certification and Other Proceedings Before Canada Labour Relations Board

The Canada Labour Relations Board met for four days in November. The Board granted 10 applications for certification, ordered four representation votes and rejected eight applications for certification. It also granted one application for revocation of certification. The Board received 21 applications for certification, two applications for revocation of certification and allowed the withdrawal of one application for certification.

## Applications for Certification Granted

1. Syndicat National des Employés de Rod Service (CSN), on behalf of a unit of mail truck drivers employed by Rod Service Ltée-Ltd., Montreal, Que. (L.G., Dec. 1965, p. 1197). L'Association des Employés de Rod Service Ltée, had intervened.

2. Transport Drivers, Warehousemen and Helpers' Union, Local 106 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of transport drivers employed by St-Hyacinthe Express Inc., St. Hyacinthe, Que. (L.G., Nov. 1965, p. 1075). The Board's Reasons for Judgment will be distributed as a LABOUR GAZETTE supplement.

3. Canadian Merchant Service Guild on behalf of a unit of marine engineers employed by Canadian Tugboat Company Limited, Vancouver, B.C.

4. Canadian Merchant Service Guild on behalf of a unit of marine engineers employed by C. H. Cates & Sons Ltd., North Vancouver, B.C.

5. Canadian Merchant Service Guild on behalf of a unit of marine engineers employed by Deeks-McBride Ltd., Vancouver, B.C.

6. Canadian Merchant Service Guild on behalf of a unit of marine engineers employed by Great West Towing & Salvage Ltd., Vancouver, B.C.

7. Canadian Merchant Service Guild on behalf of a unit of marine engineers employed by Kingcome Navigation Company Limited, Vancouver, B.C.

8. Canadian Merchant Service Guild on behalf of a unit of marine engineers employed by Ocean Cement Limited, Vancouver, B.C.

9. Canadian Merchant Service Guild on behalf of a unit of marine engineers employed by Vancouver Tug Boat Co. Ltd., Vancouver, B.C.

10. Canadian Air Line Pilots Association on behalf of a unit of line pilots employed by TransAir Limited, Winnipeg, Man.

## Representation Votes Ordered

1. Brotherhood of Locomotive Engineers, applicant, Canadian National Railways, respondent, and Brotherhood of Locomotive Firemen and Enginemen, intervener (L.G., Aug. 1965, p. 734). The Board directed that the names of the applicant and the intervener appear on the ballot in the vote which affected a unit of locomotive engineers in the Newfoundland area. (Returning Officer: W. J. Gillies).

2. Transport Drivers, Warehousemen and Helpers' union, Local 106 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicant, le Syndicat des Employés de Transport de Delson, applicant and intervener, and Delson Transport Limited, Delson, Que., respondent (L.G., Oct. 1965, p. 931, Dec. 1965, p. 1197). The Board directed that the names of both applicants appear on the ballot. (Returning Officer: R. L. Fournier).

3. Canadian Merchant Service Guild, Eastern Branch, applicant, Upper Lakes Shipping Ltd. and Trans-Lake Shipping Ltd., Toronto, Ont., respondents, and the National Association of Marine Engineers of Canada, intervener. The Board directed that the names of both the applicant and intervener appear on the ballot.

4. General Truck Drivers' Union, Local 879, applicant, Leather Cartage Limited, Hamilton, Ont., respondent, and R. Gordon Smith, intervener (mail drivers and mail sorters) (L.G., Dec. 1965, p. 1199).

## Applications for Certification Rejected

1. Canadian Marine Officers Union, applicant, Porter Shipping Limited, Toronto, Ont., respondent, and the National Association of Marine Engineers of Canada, intervener (marine engineers) (L.G., Oct. 1965, p. 734). The Board's

Reasons for Judgment will be distributed as a LABOUR GAZETTE supplement.

2. Canadian Marine Officers Union, applicant, Levis Ferry Limited, Que., respondent, International Union of District 50, United Mine Workers of America, intervener, National Association of Marine Engineers of Canada, intervener, and le Syndicat des Employés de la Traverse de Levis (CSN), intervener (marine engineers) (L.G., Oct. 1965, p. 734). The Board's Reasons for Judgment will be distributed as a LABOUR GAZETTE supplement.

3. Canadian Television Union (Syndicat Canadian de la Télévision), applicant, Canadian Broadcasting Corporation, respondent, International Alliance of Theatrical Stage Employees and Moving Picture Machine Operators of the United States and Canada, intervener, and Le Syndicat General du Cinema et de la Television (CSN) intervener (L.G., Oct. 1965, p. 931).

4. Canadian Transportation Workers' Union No. 192, N.C.C.L., applicant, Overnite Express Ltd., Hull, Que., respondent, and Locals 106, 879 and 938 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, interveners (L.G., Nov. 1965, p. 1075). The application was rejected, the Board having denied the request of the applicant union for permission to withdraw the application because the request had been submitted at a late stage in the proceedings when the Board had completed its investigation through all stages, had set the matter down for a hearing, and had issued subpoenas to witnesses.

5. Canadian Marine Officers' Union, applicant, and Quebec Cartier Mining Co., Port Cartier, Que., respondent (marine engineers) (L.G., Oct., p. 931).

6. Canadian Marine Officers' Union, applicant, Quebec North Shore & Labrador Railway Co., Sept-Iles, Que., respondent, and International Association of Machinists and Aerospace Workers, intervener (marine engineers) (L.G., Oct. 1965, p. 931).

7. Canadian Marine Officers' Union, applicant, and Midlake Steamship Limited, Chatham, Ont., respondent (licensed engineers) (L.G., Oct. 1965, p. 931).

8. Canadian Marine Officers' Union, applicant, and Carryore Limited, Mont-



real, Que., respondent (marine engineers) (L.G., Oct. 1965, p. 931).

Each of the four applications immediately above was rejected as not having been made by the applicant to the Board in accordance with the provisions of Section 47 of the Act. Only one of the persons signing the said applications was at the time of signing an officer of the union and there was no evidence given that the second person signing had been authorized to do so by resolution duly passed at a meeting of the applicant union.

#### **Application for Revocation Granted**

The Board granted an application for revocation of certification affecting Fred Augerman, applicant, Maple Leaf Broadcasting Company Limited (Station CHML), Hamilton, Ont., respondent, and National Association of Broadcast Employees and Technicians, respondent (L.G., Nov. 1965, p. 1075).

#### **Applications for Certification Received**

1. General Drivers, Warehousemen and Helpers, Local 979 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America on behalf of a unit of city and highway transport drivers employed by Norton Motor Lines Ltd., Winnipeg, Man. (Investigating Officer: C. Arthur Frey).

2. Truckers, Cartagemen, Construction and Building Material Employees, Local 362, and General Drivers, Warehousemen and Helpers, Local 979 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America on behalf of a unit of transport drivers employed by Midland Superior Express Ltd., Calgary, Alta. (Investigating Officer: J. D. Meredith).

3. National Association of Broadcast Employees and Technicians on behalf of a unit of employees of Transcanada Communications Limited (CKCK-TV), Regina, Sask. (Investigating Officer: C. Arthur Frey).

4. National Association of Broadcast Employees and Technicians on behalf of a unit of employees of CJPM-TV Inc., Chicoutimi, Que. (Investigating Officer: R. L. Fournier).

5. Transportation - Communication Employees Union, System Division No. 7 on behalf of a unit of operators, dispatchers and agents employed at certain work places by Canadian Pacific Railway Company, Montreal, Que. (Investigating Officer: R. L. Fournier).

6. Amalgamated Transit Union, Division 1374, on behalf of a unit of bus drivers employed in Manitoba and Ontario by Thiessen Bus Lines Ltd., Grey Goose Bus Lines Ltd., and Red River

Motor Coach Lines Limited, Winnipeg, Man. (Investigating Officer: C. Arthur Frey).

7. United Packinghouse, Food and Allied Workers, on behalf of a unit of employees employed by Norfolk Co-operative Company Limited, Simcoe, Jarvis, Courtland and Waterford, Ontario. (Investigating Officer: J. D. Meredith).

8. Association of Employees of C.J.P.M. Inc., F.C.A.I. on behalf of employees of C.J.P.M. Television-6, Chicoutimi, Que. (Investigating Officer: R. L. Fournier).

9. Transportation - Communication Employees Union, System Division No. 99 on behalf of a unit of operators, dispatchers and agents employed by The Ontario Northland Transportation Commission, North Bay, Ont. (Investigating Officer: S. Emmerson).

10. Canadian Merchant Service Guild on behalf of a unit of marine engineers employed on vessels owned and/or operated by Aqua Transportation Limited, Vancouver, B.C. (Investigating Officer: J. D. Meredith).

11. Canadian Merchant Service Guild on behalf of a unit of marine engineers employed on vessels owned and/or operated by M. R. Cliff Tugboat Co. Ltd., Vancouver, B.C. (Investigating Officer: J. D. Meredith).

12. Canadian Merchant Service Guild on behalf of a unit of marine engineers employed on vessels owned and/or operated by Island Tug & Barge Limited, Victoria, B.C. (Investigating Officer: J. D. Meredith).

13. Canadian Merchant Service Guild on behalf of a unit of marine engineers employed on vessels owned and/or operated by River Towing Company Limited, Vancouver, B.C. (Investigating Officer: J. D. Meredith).

14. Canadian Merchant Service Guild on behalf of a unit of marine engineers employed on vessels owned and/or operated by Straits Towing Limited, Vancouver, B.C. (Investigating Officer: J. D. Meredith).

15. Canadian Merchant Service Guild on behalf of a unit of marine engineers employed on vessels owned and/or operated by Swiftsure Towing Company Limited, New Westminster, B.C. (Investigating Officer: J. D. Meredith).

16. Canadian Merchant Service Guild on behalf of a unit of marine engineers employed on vessels owned and/or oper-

ated by Texada Towing Co. Ltd., Vancouver, B.C. (Investigating Officer: J. D. Meredith).

17. Canadian Merchant Service Guild on behalf of a unit of marine engineers employed on vessels owned and/or operated by F. M. Yorke & Sons Limited, Vancouver, B.C. (Investigating Officer: J. D. Meredith).

18. Syndicat General du Cinéma et de la Télévision (CNTU) on behalf of a unit of French network employees of Canadian Broadcasting Corporation employed at Montreal and Quebec City. (Investigating Officer: R. L. Fournier).

19. Brotherhood of Locomotive Firemen and Enginemen on behalf of a unit of Locomotive Engineers employed by National Harbours Board, Montreal Railway Traffic Dept., Montreal, Que. (Investigating Officer: R. L. Fournier).

20. National Association of Broadcast Employees and Technicians on behalf of a unit of employees of C.J.L.R. Inc., Sillery, Que. (Investigating Officer: R. L. Fournier).

21. Seafarers International Union of Canada on behalf of a unit of unlicensed personnel employed aboard the M. V. "Humberbrook" by H. C. Druce & Company of Westmount, Que. (Investigating Officer: R. L. Fournier).

#### **Applications for Revocation Received**

1. Yvon Gauthier and Jack Bellfof, applicants, Rod Service (Ottawa) Limited, respondent, and Teamsters, Chauffeurs, Warehousemen and Helpers, Local Union 91 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, respondent. The application was for the revocation of the Board's order of December 20, 1962, certifying the respondent union as bargaining agent for a unit of mail truck drivers of the respondent company. (L. G. 1963, p. 142).

2. Marcel Cyr, applicant, Rod Service (Ottawa) Limited, respondent, and Teamsters, Chauffeurs, Warehousemen and Helpers, Local Union 91, of International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, respondent. The application was for the revocation of the Board's order of Oct. 31, 1963, certifying the respondent union as bargaining agent for a unit of garage employees of the respondent company. (L.G. 1963, p. 1109).

#### **Application for Certification Withdrawn**

Seafarers' International Union of Canada, applicant, La Compagnie de Navigation Cartier Limitee, Montreal, Que., respondent, and International Union of District 50, United Mine Workers of America, intervener (Ferry *La Marjolaine*) (L.G., Nov. 1965, p. 1075).

This section covers proceedings under the Industrial Relations and Disputes Investigation Act, involving the administrative services of the Minister of Labour, the Canada Labour Relations Board, and the Industrial Relations Branch of the Department.

# Conciliation and Other Proceedings

## Before the Minister of Labour

During November, the Minister of Labour appointed conciliation officers to deal with the following disputes:

1. Pacific Western Airlines, Vancouver International Airport, and Canadian Air Line Flight Attendants Association (Conciliation Officer: D. S. Tysoe).

2. Motor Transport Industrial Relations Bureau of Ontario (Inc.) (certain member companies coming within federal jurisdiction) and Local 938 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (northern agreement) (Conciliation Officer: T. B. McRae).

3. Canadian Broadcasting Corporation, and International Alliance of Theatrical Stage Employees and Moving Picture Machine Operators of the United States and Canada (Conciliation Officer: T. B. McRae).

4. E.M.I.-Cossor Electronics Ltd., St. John's, Nfld., and National Association of Broadcast Employees and Technicians (Conciliation Officer: W. J. Gillies).

5. Northland Shipping (1962) Co. Ltd., Vancouver, B.C., and Local 400 of the Canadian Brotherhood of Railway, Transport and General Workers (Conciliation Officer: D. S. Tysoe).

6. Trove Transport Limited, Toronto, and Locals 91 and 938 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: T. B. McRae).

7. Taggart Service Limited, Ottawa, Ont., and Locals 91, 938 and 106 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: T. B. McRae).

8. The Ogilvie Flour Mills Company Limited, Winnipeg, Man., and Local 520 of the United Packinghouse, Food and Allied Workers (Conciliation Officer: C. Arthur Frey).

### Settlements by Conciliation Officers

1. United Grain Growers Ltd.; Saskatchewan Wheat Pool; Burrard Terminals Limited; and Pacific Elevators Limited, Vancouver, B.C., and Local 882 of the International Union of Operating Engineers (Conciliation Officer: D. S. Tysoe) (L.G., Dec. 1965, p. 1199).

2. Northern Dock and Warehouse Co. Ltd., Kitimat, B.C., and United Steelworkers of America (Conciliation Officer: J. D. Meredith) (L.G., Dec. 1965, p. 1200).

3. Alaska Trainship Corporation, and Canadian Merchant Service Guild, Inc. and Local 425 of the Canadian Brotherhood of Railway, Transport and General Workers (Conciliation Officer: D. S. Tysoe) (L.G., Nov. 1965, p. 1079).

4. Detroit and Canada Tunnel Corporation of Detroit, Michigan, and International Union, United Automobile, Aerospace and Agricultural Implement Workers of America (Conciliation Officer: T. B. McRae) (L.G., Nov. 1965, p. 1079).

5. Frontenac Transport Limited, Quebec City, and Local 106 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer, R. L. Fournier) (L.G., Nov. 1965, p. 1079).

6. Rio Algom Mines Limited (Nordic Mine) Elliot Lake, Ont., and Local 796 of the International Union of Operating Engineers (Conciliation Officer: T. B. McRae) (L.G., Aug. 1965, p. 735).

### Conciliation Board Appointed

Canadian Pacific Air Lines, Limited, Vancouver, B.C., and Canadian Air Line Flight Attendants Association (L.G., Aug. 1965, p. 735).

### Conciliation Boards fully Constituted

1. The Board of Conciliation and Investigation established in October to deal with a dispute between Denison

Mines Limited, Elliot Lake, Ont., and United Steelworkers of America (L.G., Dec., p. 1200) was fully constituted in November with the appointment of F. J. Ainsborough of Toronto, as Chairman. Mr. Ainsborough was appointed by the Minister in the absence of a joint recommendation from the other two members of the Board, G. S. P. Ferguson, Q.C., and Peter Podger, both of Toronto, who were previously appointed on the nomination of the company and union, respectively.

2. The Board of Conciliation and Investigation established in October to deal with a dispute between Motor Transport Industrial Relations Bureau of Ontario (Inc.) (certain member companies coming within federal jurisdiction) and Locals 879, 880, 938, 141 and 91 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (freight agreement) (L.G., Dec. 1965, p. 1200) was fully constituted in November with the appointment of His Honour Judge J. C. Anderson of Belleville, as Chairman. Judge Anderson was appointed by the Minister on the joint recommendation of the other two members of the Board, J. W. Healy, Q.C., and Murray Tate, both of Toronto, who were previously appointed on the nomination of the Bureau and Local Unions, respectively.

3. The Board of Conciliation and Investigation established in October to deal with a dispute between Air Canada, Montreal, and Canadian Air Line Pilots Association (L.G., Dec. 1965, p. 1200) was fully constituted in November with the appointment of W. H. Dickie of Toronto, as Chairman. Mr. Dickie was appointed by the Minister on the joint recommendation of the other two members of the Board, H. M. Sparks and Stanley Hartt, both of Montreal, who were previously appointed on the nomination of the company and union, respectively.

4. The Board of Conciliation and Investigation established in April to deal



with a dispute between National Harbours Board, Port of Montreal, and Montreal Harbour Staff Employees' Association (L.G., June 1965, p. 526) was fully constituted in November with the appointment of His Honour Judge J. L. Peloquin of Sherbrooke, as Chairman. Judge Peloquin was appointed by the Minister on the joint recommendation of the other two members of the Board, Arthur Matteau of Montreal, and E. C. Fortier of Ottawa, who were previously appointed on the nomination of the company and union, respectively.

### Board Reports Received

1. Canadian Pacific Air Lines, Limited, Vancouver, B.C., and Local 31 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (L.G., Dec. 1965, p. 1200).

2. Atomic Energy of Canada Limited (Whiteshell Nuclear Research Establishment) Pinawa, Man., and the International Association of Machinists (L.G., Nov. 1965, p. 1079).

3. Maritime Terminals Inc.; Quebec Terminals Limited; Eastern Canada Stevedoring Co. Ltd.; Clarke Steamship Company Limited; and Albert G. Baker Limited, and Lodge 1257 of the Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees (L.G., Nov. 1965, p. 1080).

4. Loisselle Transport Limited, Dawson Creek, B.C., and Locals 31 and 362 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (L.G., Oct. 1965, p. 933).

The texts of these four reports will be distributed as a *LABOUR GAZETTE* supplement.

## More Job Opportunities

*Continued from Page 16*

For a worker with dependants, who is moving to employment, a loan or grant will pay for the actual cost of transportation for himself and his dependants, including meals and overnight accommodation. The actual cost of moving household and personal effects will be paid as well as the cost of moving a mobile home if the worker owns one. Not covered is the cost of moving automobiles by other forms of transport, trailers, boats, livestock or pets.

Workers with dependants will also receive resettlement allowances on the basis of \$200 each for the worker and his wife, and \$100 each for other dependants, up to a maximum of \$1,000.

For workers without dependants, loans and grants will not cover the cost of moving household and personal effects. There is a resettlement allowance of not more than \$100 for workers in this category who qualify for loans. Those receiving grants will not receive a resettlement allowance, but may apply for a loan to cover resettlement costs.

Under normal circumstances, a loan will be repaid in not more than 20 monthly instalments, commencing four months after the loan is made. These provisions are necessarily flexible to avoid creating hardship. Interest on loans will be at the rate of five and three-quarters per cent a year.

If a worker, who has obtained a loan or grant, has to take a medical examination as a condition of his new employment, an additional grant may be made to cover the cost of the examination.

There is a retroactive provision for workers who moved, on their own initiative, to assume employment before the program came into effect. They will be eligible for a loan or grant if it is found that, at the time they were unemployed, they met the provisions of the program, and if they make application within three months of the date of their arrival at the place to which they moved. This also applies to those who move on their own initiative after the program takes effect.

The Manpower Mobility Program will be administered by the National Employment Service, and applications for loans and grants should be made to local NES offices.

## Scope and Administration of Industrial Relations and Disputes Investigation Act

Conciliation services under the Industrial Relations and Disputes Investigation Act are provided by the Minister of Labour through the Industrial Relations Branch. The branch also acts as the administrative arm of the Canada Labour Relations Board in matters under the Act involving the board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certificates given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for controlling applications for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to

the Wartime Labour Relations Board to administer provisions concerning the certification of bargaining agents; the writing of provisions—for incorporation into collective agreements—that fix a procedure for the final settlement of disputes concerning the meaning or violation of such agreements; and the investigation of complaints referred to it by the minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported here under two headings: (1) Certification and other Proceedings before the Canada Labour Relations Board and (2) Conciliation and other Proceedings before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax and St. John's, Newfoundland. The territory of four officers resident in Vancouver comprises British Columbia, Alberta and the Yukon and Northwest Territories; two officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and Northwestern Ontario; four officers resident in Toronto confine their activities to Ontario; five officers in Montreal are assigned to the province of Quebec, and a total of three officers resident in Fredericton, Halifax and St. John's represent the Department in the Maritime Provinces and Newfoundland. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.

# Legal Decisions Affecting Labour

In British Columbia, the Supreme Court held that voluntary associations of unions such as the Vancouver and District Labour Council, the British Columbia Federation of Labour, and the Vancouver Allied Printing Trades Council, not being "trade unions" within the statutory definition of that term under the B.C. Labour Relations Act, are voluntary associations and not suable legal entities.

In Ontario, the High Court confirmed an injunction order prohibiting picketing which, when extended to a construction project not involved in a labour dispute thereby causing work stoppage, amounts to secondary picketing.

## B.C. SUPREME COURT

On May 27, 1965, Mr. Justice Hutcheson of the British Columbia Supreme Court held that the Vancouver and District Labour Council, the British Colum-

**British Columbia Supreme Court rules that labour federations and councils are voluntary associations and not suable legal entities. Ontario High Court confirms picketing injunction**

bia Federation of Labour and the Vancouver Allied Printing Trades Council were voluntary, unincorporated associations of workers and not suable legal entities. This ruling was made on the ground that these associations were not "trade unions" as defined in section 2(1) of the B.C. Labour Relations Act and, therefore, were not legal entities and could not be sued by name.

The associations applied to the court for an order to set aside the writ of summons against them, on the ground that none of them was an entity known to the law or suable in its own name.

In support of this application, the Vancouver and District Labour Council, the British Columbia Federation of Labour, and the Vancouver Allied Printing Trades Council filed affidavits, each of them claiming to be a voluntary association of unions, with the membership consisting entirely of local unions. Each affidavit contained, with the appropriate change of name, the following statement:

That no employees of any employer in the Province of British Columbia are members of the Vancouver and District Labour Council. The Vancouver and District Labour Council is not certified as bargaining agent under the Labour Relations Act of the Province of British Columbia, or as bargaining agent for any employees in the Province of British Columbia, nor is the Council eligible to be certified for such purpose.

Mr. Justice Hutcheson, in rendering the judgment, noted that a "trade-union" is defined in section 2 of the B.C. Labour Relations Act, as follows:

2.(1) "trade-union" means a local or provincial organization or association of employees, or a local or provincial branch of a national or international organization or association of employees within the Province, that has as one of its purposes the regulation in the Province of relations between employers and employees through collective bargaining, but does not include any organization or association of employees that is dominated or influenced by an employer; . . .

A trade union as defined in the Act was held in *International Brotherhood of Teamsters, etc., Local No. 213 v. Therien* (L.G. 1958, p. 507; 1959, p. 398; 1960, p. 276) to be a legal entity and suable in its name.

Mr. Justice Hutcheson held that none of the three associations at bar was a

## Workmen's Compensation Benefits Increased in British Columbia

In British Columbia, the Government raised workmen's compensation benefits retroactive to January 1, 1965 by order in council.

A significant new feature is that pension payments to dependent widows and children and to totally or partially disabled workmen are to be adjusted in accordance with a formula based on increases in the consumer price index, published by the Dominion Bureau of Statistics. The Government is to pay 50 per cent of the cost of present and future increases in benefits for cases prior to January 1, 1966.

In issuing this order, the Government exercised authority granted to it by the Statute Law Amendment Act, 1965. This Act authorized the Lieutenant Governor in Council to amend the benefit provisions of the Workmen's Compensation Act by order in council, after receipt of the report of the Commissioner appointed in January 1964 to review the Act and to make recommendations for changes in the legislation. The Statute Law Amend-

ment Act further provided that, if this authority was not exercised before the next session of the Legislature, it would lapse.

Upon receipt of the Commissioner's interim recommendations, an order in council implementing the changes suggested was approved on November 2 and was gazetted as B.C. Reg. 198/65 on November 12.

When the changes were announced, the Minister of Labour said that these interim recommendations would be included in the Commissioner's report, which was expected to be received at the end of the year.

## Disability Benefits

The maximum annual earnings on which compensation is based was increased from \$5,000 to \$6,600, effective from November 1, 1965. This is the highest wage ceiling presently in effect in Canada. The Act was further amended to provide for future periodical increases of

*Continued on Page 38*



trade union within the meaning of the Labour Relations Act, but that each of them was merely a voluntary or unincorporated association, and consequently none of them was an entity suable by name.

The application to set aside the writ of summons was allowed. *Lamont v. Dunsmuir, Vancouver and District Labour Council et al* (1965) 53 W.W.R., Part 3, p. 169.

## ONTARIO HIGH COURT

On April 6, 1965, Mr. Justice Lief of the Ontario High Court refused to grant leave to appeal from an interlocutory order enjoining picketing. He held that, in a situation in which union members were on strike against a hospital to which an addition was being built, and in which picketing caused the trades engaged in the construction to refuse to cross the picket line, such picketing amounted to a secondary picketing that was enjoinable at the suit of the contractor with whom there was no labour dispute.

On March 24, 1965, Mr. Justice McDermott issued an interlocutory order enjoining picketing. From that order, the union applied for leave to appeal the order to the Court of Appeal, on the grounds that there was a conflicting decision by the Supreme Court of Canada upon the matter involved in the proposed appeal, that there was good reason to doubt the correctness of the decision, and that the appeal involved matters of such importance that the leave to appeal should be given.

It was disclosed that the pickets who were enjoined by the order in question were circling a city block, which included the construction project in which Robertson Yates Corporation Ltd. was engaged, namely, the addition to the Wellesley Hospital which would provide additional hospital beds.

### An Element of "Boycott"

In the opinion of Mr. Justice Lief, the picketing union members went beyond the conveying of information to the general public through an educational campaign. Their picketing, he said, contained an element of "boycott" because the trades engaged in the construction of the addition to the hospital would not cross the operating engineers' picket line, thus bringing the company's construction job to a standstill. The labour dispute between the operating engineers and Wellesley Hospital had nothing to do with the Robertson Yates Corporation, because there was no labour dispute between the construction company and its employees. It was admitted before the Court that there was no violence on the

picket line and that the picketing was peaceful.

The situation that developed between the operating engineers and the Robertson Yates Corporation has been known as secondary picketing, which was enjoined by the Court of Appeal decision in *Hersees of Woodstock Ltd. v. Goldstein* (L. G., Sept. 1963, p. 815). The operating engineers claimed that the decision of the Supreme Court of Canada in *Williams v. Aristocratic Restaurants* (L.G. 1951, p. 1553) was a conflicting decision that would justify the granting of leave to appeal. This decision was cited in argument to the Court of Appeal in *Hersees v. Goldstein, supra*, as authority for the proposition that:

None of the actions of the defendants herein amounted to a nominate tort of any description or unlawful act. In these circumstances peaceful picketing with truthful placards should not be restrained.

On the hearing of the *Hersees* appeal case, the Court of Appeal also considered the case of *Crofter Hand Woven Harris Tweed Co. v. Veitch*, (1942) A. C. 435.

### Necessary Maintenance

In the case at bar, the union submitted that the matter was of such importance that leave to appeal should be given. It was argued by counsel for the union that the conflict between the union and its employers was as important to the union as the provision of hospital beds was to the hospital and the general public, and Mr. Justice Lief assumed that the interest of the community at large, in the opinion of the union, did not transcend the union's own problem of obtaining for its members the working conditions and rates of pay to which they felt entitled. Nevertheless, Mr. Justice Lief noted that, during the dispute between the union and the hospital, members of the union maintained the boilers necessary for the operation of the hospital.

Further, Mr. Justice Lief held that he was bound by the *Hersees v. Goldstein* decision and that the *Williams v. Aristocratic Restaurants* and *Crofter v. Veitch* cases were not in conflict with that decision. He held that Mr. Justice McDermott's interlocutory order of injunction was correct, and that leave to appeal from that order should not be allowed. *Robertson Yates Corporation Ltd. v. Fitzgerald et al* (1965) 50 D. L. R. (2d) Part 6, p. 508. CCH, Canadian Labour Law Reporter, para. 14,091.

This section, prepared by the Legislation Branch, reviews labour laws as they are enacted by Parliament and the provincial legislatures, regulations under these laws, and selected court decisions affecting labour.

## Workmen's Compensation

*Continued from Page 37*

\$1,000 in the wage ceiling, if earnings increase in line with a formula contained in the Act.

The minimum payment for permanent total or temporary total disability was raised from \$25 to \$30 a week, or average earnings if less. The increases were made applicable to all total disability pension payments accruing from January 1, 1965, regardless of when the accident occurred.

Payments to totally or partially disabled workmen are henceforth to be raised automatically to meet rising living costs in accordance with a formula based on increases in the consumer price index. For each 2 per cent rise in the index, using 1964 as a base equal to 100, pensions are to be increased by 2 per cent. Adjustments under this formula are to be reviewed annually.

### Death Benefits

Effective November 1, 1965, the maximum allowance for burial expenses was increased from \$250 to \$350, of which \$265 is allowable for funeral expenses and \$85 for burial and cemetery or cremation charges.

The monthly pension to a widow was raised from \$90 to \$115, effective January 1, 1965.

Children's allowances were also raised, effective from January 1, 1965, and the age limits for payment were extended. The allowance payable to a child under 16 years is now \$40 a month instead of \$35. Children 16 to 18 years will now receive a monthly allowance of \$45, if they are in regular attendance at an academic, technical or vocational school, and those between 18 and 21 years, a monthly allowance of \$50, if attending school regularly.

The new payment to orphan children is \$45 a month to the age of 16, and \$55 for children 18 to 21, provided they are attending school regularly. Previously, payments to children could not be continued beyond the age of 18.

As in the case of disability allowances, pension payments to dependent widows and children are to be adjusted to living costs in accordance with the prescribed formula.

The maximum payment to dependants other than widow and children was raised from \$90 to \$115 a month.

The maximum sum payable to a widow on remarriage is now \$2,500 instead of \$1,500.

# Recent Regulations, Federal and Provincial

## Federal Government Issues Canada Pension Plan Regulations

## British Columbia Raises Minimum Wage for First Aid Attendants

## Ontario Issues New Safety Regulations for Grain Elevators

The federal Government has issued the Canada Pension Plan Regulations and has amended the Prevailing Rate Employees General Regulations.

In British Columbia, the minimum wage for first-aid attendants was raised to \$1.50 an hour.

In Ontario, new safety regulations for grain elevators were issued.

### CANADA PENSION PLAN

The Canada Pension Plan Regulations were published as SOR 65-515 on November 24. Among other provisions, the regulations specify how employees' contributions are to be calculated, and include tables showing the amounts to be deducted each pay period for various income levels.

### FINANCIAL ADMN. ACT

The federal Government has amended its Prevailing Rate Employees General Regulations to bring provisions respecting holidays and vacations into line with those in the Canada Labour (Standards) Code.

Under the amended regulations, prevailing rate employees are to be granted eight paid holidays a year. The regulations provide also that the appropriate minister may grant one additional holiday, having regard to the practice generally prevailing in the area of employment for persons employed by private employers on similar classes of work. At the discretion of the deputy head, another holiday observed in the area of employment may be substituted for one of the eight holidays listed. Previously, the regulations granted prevailing rate employees seven paid holidays a year, with provision for two additional holidays at the discretion of the minister.

A prevailing rate employee will not be paid for a holiday on which he does not work unless he is entitled to pay for at least 15 days during the 30 calendar days immediately preceding the holiday. However, a casual employee, that is, an employee other than a seasonal worker, hired for a period of six months or less is

not entitled to pay for a holiday that occurs in his first 30 days of employment if he does not work on that day.

Where a day of rest falls on a holiday, a prevailing rate employee must be given, in addition to his regular pay for the day, a compensatory day of rest at a time convenient to him and the deputy head. If New Year's Day, Dominion Day or Christmas Day falls on a Sunday or Saturday that is a day of rest of an employee, he must now be granted, in addition to his regular pay, a compensatory day of rest on the working day immediately before or after the holiday.

A prevailing rate employee who is required to work on a holiday is entitled to his regular wages for the day, plus time and one-half his regular rate for all time worked.

If required to work on a day of rest that coincides with a holiday, a prevailing rate employee is entitled to a compensatory day of rest, in addition to his regular pay for the day.

### Vacation Leave Credits

Vacation leave credits now accrue at the rate of one-sixth of the number of hours in the employee's standard work week for each month of continuous employment until the prevailing rate employee has completed 15 years' continuous service. After that, they accrue at the rate of one-quarter of the number of hours in his standard work week. Every prevailing rate employee must, however, be granted two weeks' vacation leave with pay for each year of continuous employment completed on or after July 1, 1965. As in the private sector, the annual vacation is to be granted within 10 months of completion of the employment year. The deputy head may no longer refuse to grant vacation leave because of unsatisfactory conduct.

Vacation leave may be waived only with the written approval of the employee. In exceptional cases it may be postponed with the approval of the Treasury Board on the application of the appropriate deputy head. In either case, the employee must be given his vacation pay within 10 months.

On termination of employment after six months' continuous service, an employee must be paid a gratuity in lieu of any unexpired vacation leave credits. If he has been employed for at least 30 days but less than six months, he is entitled to a gratuity equal to four per cent of his wages (including overtime and holiday pay) for the period of employment.

The new regulations were gazetted as SOR 65-468 on October 28.

### BRITISH COLUMBIA

The trade of oil-burner mechanic was brought under the British Columbia Apprenticeship and Tradesmen's Qualification Act by B.C. Reg. 192/65 gazetted November 12.

### Male and Female Minimum Wage Acts

The British Columbia Board of Industrial Relations has revised its minimum wage order for first-aid attendants, increasing the minimum wage from \$1.25 to \$1.50 an hour.

The new order applies to every employee holding an industrial first-aid certificate in good standing, who is employed in whole or in part as a first-aid attendant, and who is designated as such by his employer in accordance with the Workmen's Compensation Act.

In line with the usual custom, some variation of the minimum rate is again provided. If, in addition to his first-aid duties, a first-aid attendant is employed in another occupation for which a higher minimum wage has been established by the Board, he must be paid at the higher rate.

No overtime standard is set. Instead the new order provides that the minimum wage for overtime is to be that set by the Board for the industry in which the first-aid attendant is employed. The previous order, subject to certain exceptions, required employees to be paid time and one-half their regular rate for all



hours worked in excess of 8 in a day or 44 in a week.

The daily guarantee provision is similar to that in most British Columbia minimum wage orders. It stipulates that employees, subject to the usual qualifications, must be paid at their regular rate for all time spent at the workplace in response to a call from the employer, with a minimum of two hours' pay if they report for work, and four hours' pay if they commence work. Students who report for work on a school day must be paid at least two hours' pay at their regular rate.

As before, a first-aid attendant who accompanies a patient to a doctor, hospital or other destination must be paid his regular rate of pay, plus his actual expenses and transportation costs.

#### **New Feature**

A new feature is the provision for a weekly rest. Every first-aid attendant must now be given a weekly rest of at least 32 consecutive hours. If the prescribed rest period is unsuitable, the Board may approve a different arrangement, upon the joint application of the employer and employees concerned.

The order also contains the usual provisions respecting semi-monthly pay, the posting of orders, schedules of daily shifts and periods free from duty, and the keeping of records.

The new order was gazetted as B.C. Reg. 196/65 on November 12 and went into force on December 20 superseding B.C. Reg. 109/59.

### **NEW BRUNSWICK**

#### **Apprenticeship Act**

An amendment to the regulations under the New Brunswick Apprenticeship Act provided for increases in allowances to apprentices, effective from April 1, 1966. After that date, single apprentices are to receive an allowance of \$10 a week if living at home, and \$20 a week if living away from home. The corresponding allowances for apprentices who are heads of families will be \$30 and \$40 a week.

#### **Labour Relations Act**

The regulations under the New Brunswick Labour Relations Act were amended with respect to applications for certification.

When applying for certification, a union must now file membership cards, authorization cards, check-off cards, union dues receipts, minutes of organizational meetings or other evidence of employee support, together with a sample of cards submitted and a typewritten list of

names, occupational classifications, addresses and dates shown on cards.

A union that has been chartered by a national or international organization must also forward a certified copy of its charter.

The new provisions were gazetted as Regulations 65-62 on November 24.

### **ONTARIO**

#### **Industrial Safety Act**

In Ontario, new safety regulations for grain elevators were gazetted as O. Reg. 225/65 on September 25 and went into force 10 days after publication.

Issued under the Industrial Safety Act, the new regulations are intended to deal solely with matters of fire safety in establishments where grain dust may be present in explosive concentrations. The broader aspects of safety in grain elevators (machine guarding, exits, etc.) are covered in the Act and in the general regulations (O. Reg. 96/64).

The new regulations are broader in scope than earlier regulations originally issued in 1946 under the Factory, Shop and Office Building Act. They cover not only terminal elevators but all industrial establishments used for the storage or handling of bulk grain, including feed mills, flour mills and seed cleaning plants.

The regulations, comprising 69 sections, set out requirements with respect to the design of buildings, as well as specific standards for equipment, grain driers and dust control systems. Other provisions deal with fire prevention and fire protection. The miscellaneous section includes rules prohibiting smoking and open flames.

#### **Among the Exceptions**

Among the exceptions provided for are provisions applying only to terminal elevators and not to country elevators. Others do not apply to existing elevators unless buildings, machinery, or equipment are being altered.

Among other structural requirements, the regulations stipulate that grain elevators are to be constructed of non-combustible materials. If the prescribed requirements are met, an exception is made for ancillary buildings not used for the handling of bulk grain. Wooden flooring is also permitted in flour mills.

The regulations require also that buildings be constructed so as to minimize dust accumulations and to vent explosions if they occur.

Fifteen sections lay down specific standards for equipment. One such section makes it mandatory to provide special safety equipment such as electromagnets to remove, from incoming grain,

nails and other ferrous objects which could create a spark and cause an explosion.

The provisions respecting grain driers are designed to prevent sources of ignition in grain driers (including steam pipes) from igniting explosive concentrations of dust.

The 10 sections concerned with dust control systems prescribe the pieces of equipment that must be attached to a grain drier, and they specify where they are to be located. Measures to prevent dust so collected from re-entering the building are included also. Some of the provisions respecting dust-control systems do not apply to existing country elevators until January 1, 1968.

#### **Lighting in Grain Elevators**

As provided in the Act, lighting in grain elevators must comply with the requirements of the regulations under the Power Commission Act. In addition, the regulations for grain elevators stipulate that any source of light to be used in bins or other dusty locations must be dust tight.

Among other fire prevention measures, the regulations prohibit smoking and open flames. Specified precautions must also be taken with other sources of ignition.

Four sections are concerned with fire protection. Suitable fire extinguishers, including types approved for extinguishing fire in electrical equipment and in flammable liquids, must be provided, as well as other fire fighting equipment. Every grain elevator is to be provided with fire alarm devices located so that no person is required to travel more than 150 feet to sound an alarm. Every employer must also ensure that employees are properly instructed and trained in evacuation procedures to be followed in case of fire or other emergency.

Except in the case of minor repairs, adjustment or identical replacement, no person may install or alter a dust control system, or any other system of air handling or air replacement, or a local or general exhaust system or air heating system without first having the drawings and specifications approved by the Department of Labour.

#### **Workmen's Compensation Act**

Amendments to the regulations under the Ontario Workmen's Compensation Act added the business of supplying labour for the wrecking of buildings to the schedule of industries, the employers of which are subject to the collective liability provisions of the Act.

As a result of other amendments, general contractors are now covered when engaged in the wrecking of buildings or



in the erection of prefabricated structural steel or concrete.

The new regulations were gazetted as O. Reg. 299/65 on November 20 and went into force on January 1, 1966.

## QUEBEC

### Private Vocational Schools Act

The regulations under the Quebec Private Vocational Schools Act were amended by O.C. 2023 gazetted October 30. One new provision stipulates that, in addition to meeting the admission requirements set out in these regulations, students enrolled in private vocational schools must also comply with the apprenticeship provisions laid down in any applicable decree under the Collective Agreement Act.

Other new provisions are concerned with schools for barbers, hairdressers and manicurists. One such provision states that such schools may enrol only persons who have met the admission requirements prescribed for students in other trade schools, and who have been duly registered as apprentices by the parity committee responsible for enforcing an applicable decree in the locality of the school.

In addition to teaching the basic hairdressing course prescribed by the Minister of Education, each school must now give a practical and theoretical examination at the end of each course. The examination is to be set by the Department of Education and conducted by a three-man examining board composed of the director of the school or his representative, a representative of the local parity committee, and a representative of the Department of Education.

### Number of Models Limited

The number of models on which a student in such a school may practise in a week is limited to 10. Persons serving as models may not be charged more than 50 per cent of the minimum rate set in the applicable decree for the services performed. The pupil-teacher ratio for practical courses is 20 to 1.

Every hairdressing course is to consist of about 1,000 hours of training and instruction, with a weekly maximum of 40 hours per pupil. Classes are to be held on week days between the hours of 8 a.m. and 6 p.m. However, any school with an authorization from the Minister of Youth may give improvement or theoretical courses at night. Such courses are restricted to hairdressers who have completed the apprenticeship program.

The proprietor or director of a hairdressing school, as well as teachers of practical courses, may not have their own clientele but must give all their time to the school and teaching.

## New Minister

*Continued from Page 2*

is also vice-chairman of Canada's National Centennial Conference.

Mr. Nicholson was born at Newcastle, N.B., on December 1, 1901, and received his early education there. He won a Beaverbrook scholarship (then a Sir Max Aitken scholarship) and entered Dalhousie University where he earned a Bachelor of Arts degree in 1921. Two years later he attained an LL.B. degree and the Carswell Prize and Gold Medal for the highest standing in the faculty of law. He was called to the Bar of Nova Scotia at the age of 21.

The following year the young lawyer was admitted to the Bar of British Columbia. Later on he carried his practice into the fields of insurance and corporate law. He was elected as a Bencher of the Law Society of British Columbia and as a member of the Council of the Canadian Bar Association. He is a Queen's Counsel.

### Wartime Activities

With the outbreak of World War II, another facet of his career began. From duty with the Second Battalion, B.C. Regiment (DCO), he was called to Ottawa to become Deputy Controller of Supply in the Department of Munitions and Supply. Here he served under C. D. Howe in many of the most dramatic production ventures of the war years. Assigned to organize Canada's synthetic rubber production program, he played a major role in the establishment of Polymer Corporation, successfully holding the positions of general manager, managing director and executive vice-president.

For his wartime services to Canada, Mr. Nicholson was awarded the Order of the British Empire.

Mr. Nicholson left Polymer in 1951, to begin yet another career, this time as Chief Executive Officer in Brazil of the Canadian-controlled utility company, Brazilian Traction, Light and Power. After a five-year stint in Brazil, he returned to law, becoming a senior partner of one of Vancouver's most distinguished law firms in 1957. Three years later he became president of the Council of Forest Industries of British Columbia, a post he held until 1961, when he resigned to become federal campaign manager of the Liberal Party of British Columbia.

### In International Affairs

Mr. Nicholson has played an important part in Canada's international business affairs, both as a cabinet minister and a private industrialist. He represent-

ed Canada as a delegate or co-leader at meetings of the Rubber Study Group in Paris, Washington, London, Brussels and Rome from 1947 to 1951. He was also a delegate in 1959 to the International Congress of Jurists in New Delhi, India, and was head of the Canadian delegation to the United Nations Food and Agricultural Organization Biennial Conference in Rome in November 1963.

He has been active in such civic affairs groups as the Children's Aid Society, the Council of the Vancouver Board of Trade, the Committee of Stewards of St. Andrew's Wesley United Church in Vancouver, the English Speaking Union, the United Nations Society, the Vancouver Opera Society and the Community Chest.

Mr. Nicholson is married to the former Jean Annand of Halifax. They have one son, Dr. John Robert Nicholson, who is a pediatrician in London, Ont.

## 13-Storey Building

*Continued from Page 2*

the new quarters, 1,100 employees are occupying 140,000 square feet of office space, almost at the heart of downtown Ottawa.

By contrast, when the Department was last housed under one roof—in 1931, when it first moved into the basement and ground floors of the brand-new Confederation Building on Wellington Street—personnel numbered 150 and occupied only 2,500 square feet.

### Minister and Deputy

At that time, Senator Gideon Robertson was the Minister of Labour, and H. H. Ward was the deputy minister.

The branches then housed in the new building covered the following services: employment service, technical education, publications, statistical, fair wages and conciliation, government annuities, library, combines investigation, old age pensions, and unemployment relief section. Of the last three services, two were later transferred to other departments; combines investigation to justice, and old age pensions to health and welfare. The unemployment relief section was absorbed by the Unemployment Insurance Commission.

In 1941, under pressure of wartime activity, it became necessary for first one and then another of the branches to move to other buildings in order to make room for various wartime agencies, and by the end of the war, the Department was scattered in five different buildings. This process of dispersion continued until it was brought to an end by the recent reunion.



# November Placement of Workers

## Higher Than Same Month in 1964

Placements of workers by local offices of the National Employment Service in November amounted to 115,400. This was the largest for the month since 1944, and showed an increase of 1.5 per cent over November last year. It was also 15.8 per cent above the average for November in the previous five years. Quebec was the only region to report fewer placements and this decrease was mainly due to a shift in the dates of certain seasonal hirings from the latter part of November in 1964 to the first part of December in 1965.

The regional distribution of November placements and the percentage change from November 1964 were:

Atlantic	9,500	+18.9
Quebec	37,900	-14.6
Ontario	38,100	+ 5.9
Prairie	18,700	+14.7
Pacific	11,200	+23.9
CANADA	115,400	+ 1.5

Regular placements (those with an anticipated duration of more than six working days, and which do not involve the movement of workers from one area to another) totalled 88,900, an increase of 3.7 per cent over November 1964. The ratio of regular placements to all placements was 77.0 per cent. This continues the trend noted during the past eight months of regular placements constituting a growing proportion of the total.

The cumulative total of all placements from January to November 1965 was 1,144,700, an increase of 1.9 per cent over the corresponding period in 1964.

The regional distribution of cumulative totals, and the percentage change from 1964 were:

Atlantic	86,100	+ 5.1
Quebec	304,200	- 4.5
Ontario	393,700	+ 2.3
Prairie	208,900	+ 6.0
Pacific	151,800	+ 7.3
CANADA	1,144,700	+ 1.9

Male placements totalled 84,300, an increase of 1.7 per cent over November 1964. The substantial increases in Atlantic, Prairie and Pacific regions were concentrated in regular placements and transfers-out.

The regional distribution of male placements and the percentage change from 1964 were:

	November 1965		Jan.-Nov. 1965	
Atlantic	7,400	+21.8	61,000	+ 6.6
Quebec	30,200	-12.4	222,700	- 3.9
Ontario	25,500	+ 0.9	263,100	+ 2.6
Prairie	13,000	+19.9	147,500	+ 7.3
Pacific	8,200	+31.3	100,300	+16.1
CANADA	84,300	+ 1.7	794,700	+ 3.3

Female placements totalled 31,100, an increase of 1.2 per cent over November 1964, and here also the increase was concentrated in regular placements and transfers-out. The largest increase was in the Ontario region where there was a

particularly heavy demand for female workers by the manufacturing (food and beverages) sector.

The regional distribution of female placements and the percentage change from 1964 were:

	November 1965		Jan.-Nov. 1965	
Atlantic	2,100	+ 9.3	25,000	+1.6
Quebec	7,700	-22.1	81,600	-6.0
Ontario	12,600	+17.9	130,700	+1.5
Prairie	5,600	+ 4.4	61,400	+3.0
Pacific	3,100	+ 8.0	51,500	-6.5
CANADA	31,100	+ 1.2	*350,100	-1.3

Placements involving the movement of workers from one area to another totalled 3,900, an increase of almost 600 from November 1964. The proportion of such transfers to total placements increased from 2.9 per cent in November 1964 to 3.4 per cent in 1965, and reflected movements of workers in the mining and construction sectors.

Transfers-out, by region, were:

November 1965	
Atlantic	300
Quebec	1,100
Ontario	1,200
Prairie	400
Pacific	800
CANADA*	3,900

Employers notified the local offices of the National Employment Service of 164,100 vacancies in November 1965, an increase of 5.9 per cent over November 1964. Vacancies for male workers at 116,100 increased by 6.2 per cent, and female vacancies totalled 48,000, an increase of 5.1 per cent over the November 1964 totals.

The cumulative total for the January to November 1965 period was 1,517,100. This was an increase of 5.2 per cent over the corresponding period in 1964, and the highest number recorded for any comparable period since 1947.

\* Discrepancies caused by rounding.

## Monthly Report on Unemployment Insurance

# Fewer Claims for Benefits in October Than on Corresponding Date Last Year

Claimants for unemployment insurance benefit on October 29 numbered 170,400, which was 44,000 or 20 per cent fewer than on the same date last year. It was, however, a little more than 8 per cent higher than the total of 157,300 on September 30.

Males accounted for 90 per cent of the decrease compared with last year, whereas the increase from September was made up of males and females in about equal proportions.

Male claimants numbered 98,400, amounting to 58 per cent of the total on October 29; but a year ago, they numbered 138,800 and comprised 65 per cent of the total. This reduction in the proportion of males is apparent from the number of recent claimants and those who began to claim earlier, as the following figures show:

Of all those who have been on claim for from one to four weeks, this year 64 per cent were males, whereas last year 72 per cent were males. Of those on claim for five weeks or more, this year 51 per cent, and last year 56 per cent, were males. The decline in the proportion of male claimants from last year is a continuation of the trend that has been in evidence since 1961, when, on October 31, male claimants numbered 185,500 and comprised 69 per cent of all claimants. This trend is associated with the recent development of a tight labour market for certain skilled occupations.

There were 83,100 initial and renewal claims during October, which was 15 per cent above the September total of 71,800 but more than 30 per cent below the October 1964 total of 120,900. The reduction from October last year reflects the higher level of employment during 1965.

### Beneficiaries and Benefit Payments

The average weekly number of beneficiaries was estimated at 107,800 for October, 116,300 for September and 127,300 for October 1964.

Benefit payments totalled \$10,000,000 in October, \$11,500,000 in September and -12,800,000 in October 1964.

The average weekly payment was \$23.70 in October, \$23.55 in September and \$24.03 in October 1964. The lower average weekly payment this year compared with last is undoubtedly attributable to the lower proportion of male claimants this year.

### Insurance Registrations

On October 31, insurance books or contribution cards had been issued to 4,809,574 employees who had made contributions to the Unemployment Insurance Fund since April 1.

On the same date, registered employers numbered 342,245, an increase of 659 since September 30.

### Enforcement Statistics

During October, 8,691 investigations were conducted by enforcement officers

across Canada. Of these, 5,846 were spot checks of claims to verify the fulfilment of statutory conditions, and 825 were miscellaneous investigations. The remaining 2,020 were investigations in connection with claimants suspected of making false statements to obtain benefits.

Prosecutions were begun in 273 cases, 130 against employers and 143 against claimants.\* Punitive disqualifications as a result of false statements or misrepresentations by claimants numbered 628.\*

### Unemployment Insurance Fund

Revenue received by the Unemployment Insurance Fund in October totalled \$34,132,103.34, compared with \$32,957,684.05 in September and \$31,759,105.34 in October 1964.

Benefits paid in October totalled \$10,223,036.61, compared with \$11,501,411.94 in September and \$12,841,420.06 in October 1964.

The balance of the Fund on October 31 was \$126,822,111.41, on September 30 it was \$102,913,044.68, and on October 31, 1964, it was \$56,750,970.82.

A claimant's unemployment register is placed in the "live file" at the local office as soon as the claim is made. As a result, the court of claimants at any given time inevitably includes some whose claims are in process. Claimants should not be interpreted either as "total number of beneficiaries" or "total job applicants."

\*These do not necessarily relate to the investigations conducted during this period.

## Decisions of the Umpire Under Unemployment Insurance Act

Decisions were rendered on August 30 in two cases under the Unemployment Insurance Act by the umpire, the Hon. Mr. Justice John D. Kearney of the Exchequer Court of Canada. The claimant's appeal was allowed in CUB (Canadian Umpire Benefit) 2520, and the union's appeal was dismissed in CUB 2521.

### CUB 2520

In an initial application for benefit, which the claimant, aged 20, filed in the B . . . local office on February 22, 1965,

she stated that she was last employed by Express Dairies, Mitcham, Surrey, England, as a payroll clerk at \$36 a week from October 1, 1964 to February 12, 1965. She gave the following reason for separation:

I left voluntarily to return to Canada. My family lives in B . . . and I decided to come back, as I didn't like working in England.

A letter was sent to the claimant, dated March 15, 1965, notifying her that she had been disqualified, and benefit sus-

pended from February 21, 1965 to March 27, 1965, inclusive, as she voluntarily left her employment with Express Dairies, Mitcham, Surrey, England, on February 12, 1965, without just cause within the meaning of section 60(1) of the Act.

### Appeal To Board of Referees

The claimant appealed to a board of referees, and her notice of appeal, dated March 26, 1965, reads:



I feel that there is valid reason for an appeal concerning the disqualification of claim 525-B-5977 with insurance number 408-861-920.

According to the section of the unemployment insurance Act 60(1), upon which I was disqualified, I must have been insured, and this I was not under your commission or any other similar commission.

Also, I find it interesting that the Canadian Unemployment refuses to pay benefits to someone who has contributed for two years, and then leaves the country on a pleasure trip.

The claim that I signed on February 22, 1965, states that I left work because I did not like the working conditions in England, therefore, I decided to return to Canada. This statement is true, but not complete.

I left for England in August 1964, with the intention of spending about one year travelling and working temporarily to help pay my expenses. Upon arriving in England, I spent three months travelling and then settled in London for awhile to earn extra money to finance a trip into Europe. While working in London, I found conditions very poor and wages low, because of this, I was not able to save money as intended. Not having enough money to continue my trip, I decided to return to Canada. So as you can see the employment I took in England was merely temporary, and I had no intentions of staying in England.

I believe, under these circumstances, that disqualification is unjust. The Canadian Unemployment Insurance Commission, I feel, has stretched the meaning of the Act by disqualifying me.

I do wish to attend the hearing of my appeal if only to have someone give me a correct interpretation of the Act and answer one question. How the Canadian Unemployment Insurance Commission has anything to do with the British Labour Exchange and my employment with them?

In his submission to the board, the insurance officer noted that he took cognizance of CUB 1572 in which the Umpire states in part: "The phrase 'voluntary leaving' in the Act does not involve determining whether the employee, in fact, wished to leave, or desired to stay, but simply that it is the employee, and not the employer, who took the initiative in severing the employment relationship and made no change in his decision."

The appeal was heard . . . , on April

28, 1965. The claimant was present. The majority of the board upheld the insurance officer's opinion that the claimant had left her employment voluntarily and without just cause. The majority were also of the opinion that it made no difference that the employment in question was outside of Canada.

The dissenting member noted that the claimant had told the board that the wages she received in England were so low that she was unable to save sufficient money to return to Canada, and was forced to borrow money from her parents to do so. In his opinion the claimant had just cause for leaving the employment.

#### Appeal to Umpire

On May 11, 1965, the claimant appealed to the umpire and her notice of appeal reads:

. . . I wish to appeal the majority decision of the board of referees held . . . on April 28, 1965.

. . . It was never my intention to seek steady employment in England. I was not employed long enough to become insured under their Unemployment Act, nor am I aware of any agreement between Canada and Great Britain towards unemployment insurance.

I wish to assure you that my stay in England was for vacation reasons only and my greatest desire was to return to my home in Canada and seek employment with working conditions that I was accustomed to. Also employed under an Act in which I could feel insured.

I am now steadily employed in B . . . , Ontario, since April 19, 1965.

I feel the decision of the board is unjust, and under the circumstances stated my appeal should be allowed.

#### Considerations and Conclusions

It is not necessary to deal with the question of whether employment in England is employment of which the local office ought to take cognizance because, in my opinion, the claimant had just cause for leaving that employment in either case.

The circumstances here were that the claimant, a 20-year-old single girl on vacation, had been stranded in England, 3,000 miles from her home. She took a job in order to earn money for her fare back to Canada. When her parents lent her the money for her fare, she quit the job and came home. It is difficult to imagine a better reason for quitting a job.

As a consequence, I decide to allow the claimant's appeal.

#### CUB 2521

The claimant, a labourer (automobile), married, 68 years of age, filed an initial application for benefit at the local office on July 13, 1964. He had worked for an automobile firm from August 1963 to July 1964 when he was laid off temporarily because of a shortage of work. His rate of pay was \$2.52 an hour. The claim was allowed.

In a letter to the local office dated October 27, 1964, the claimant said:

. . . I wish to appeal your determination of my waiting period . . . I was laid off on July 26, 1964, and I filed my claim in the week of July 5, 1964. I returned to work on August 4, 1964. The weeks my claim would cover are July 5, 12, 19 and 26. I had three weeks holiday pay, which should be applied to the weeks of July 12, 19 and 26, 1964. Not having received any benefits for the week of July 5, 1964, this should be my waiting period.

When I returned to work on August 4, my wife came into your office with my book, and a note notifying you of my return to work. and I feel this should satisfy your office . . .

The local office replied to the claimant by letter dated November 26, 1964, and said:

. . . You state in your appeal that you feel the week of July 5, 1964 should have been your waiting period.

The records in our office indicate you were employed up to and including July 8, 1964 and filed your claim on July 13, 1964, therefore, the week commencing July 5, 1964 could not be considered as your waiting period . . .

The claimant returned the above-mentioned letter of November 26, 1964, to the local office and indicated thereon the errors he had made in regard to the dates mentioned in his letter of October 27, 1964.

#### Reported to Local Office

The claimant reported to the local office on November 27, 1964, and made the following statement:

I wish to have the week of July 12, 1964 considered for my waiting period.

On or about August 4, 1964, my wife brought my claimant's report book to the local office, as I had returned to work and was unable to report myself. As I had not completed the form, it was returned to me for completion.

My wife brought the book back to me. I did not complete this form

as I lost the book before I had a chance to sign and return the form in the back.

Due to this confusion [and because I] was unable to report myself in order to complete another form due to the hours I was working, I did not know what to do. It was not until I reported on October 13, 1964, when I placed a renewal claim, that I realized that I did not have my waiting period served. Therefore, I wish to have consideration for the week of July 12, 1964.

The insurance officer disqualified the claimant and suspended benefit from July 12, 1964 to July 18, 1964, inclusive, on the ground that he had failed to make his continuing claim in the prescribed manner, in that he had failed to report to the local office as directed or to complete and return the declaration according to the instructions in his possession (Regulation 147).

The claimant wrote to the local office on December 3, 1964 and said:

I am setting down all information pertaining my claim right from beginning up to date to my best knowledge in short order: Our department in G.M. most of us been laid off on June 26, 1964. On June 28 to July 3 I went to summer labour school at . . . which was paid by UAWA-222. When I got home, a foreman phoned to come back to work that was July 6, 7 and 8 finished. I wanted to report on 9th, but our president advised me to report following week July 12-18 that week I made my waiting period and new claim. In my appeal I made a mistake about those 3 days, I am sorry about that.

That time I been told to report on August 4 at 3 p.m., but I got recalled by registered mail to work at 7 a.m. I did not want to lose half a day so I sent my wife with book and note to your office.

On October 7 been laid off—reported October 26. That time a girl tear off my note from my file. I got one week benefit \$34 that time and November 4 a cheque was mailed to me which I received on November 20. On November 27 I went to the local office in evening, made a statement, which I signed, but some items in it is not quite correct, particularly a benefit in your letter dated December 1, 1964 for week July 12-18. I did not see a date on it when I signed.

What I am seeking is a benefit for one week in October—weeks either beginning 11th, 18th or 25th. I received one cheque for \$34 and \$36.

Most of my fellow workers got \$106 for 3-week period. . .

The claimant appealed to a board of referees on December 4, 1964, on the ground that he believed he had made his continuing claim in the prescribed manner and that, therefore his claim should be allowed. The insurance officer commented that there was no evidence to warrant any change in his decision.

#### Board of Referees Decision

The unanimous decision of the board of referees that heard the case on January 5, 1965 reads:

. . . After considering the evidence before them, the board finds nothing additional has been added to the evidence considered by the insurance officer and warrants no change in his decision. . . Appeal dismissed.

Local 222 of the United Automobile Workers appealed to the Umpire on January 19, 1965, and stated:

The appeal to the Umpire is based on the following facts, some the same, some new. The claimant . . . was laid off . . . on June 26, 1964. The week of June 28—July 5, the claimant had earnings, and the week of July 12, 1964 he reported to the UIC office.

The week of July 12, 1964 should have been [claimant's] waiting period. The weeks of July 19 and July 26 were the regular vacation weeks for the plant. On August 4, the claimant was to report to the local UIC office at 3 p.m. However, the claimant returned to work at . . . on this date,

This is where the Union differs from the insurance officer's decision re reporting in the prescribed manner, and these points were not raised by me at the board of referees, as I was not aware of them being factual at the time, but on checking with the claimant later, I find these to be true.

In order to comply with 147 of the regulations, all a man would have to do in [claimant's] case would be to deposit the report slip in the mail when he returned to work.

I fail to see what the difference is in this case, as when [claimant] was recalled to work, he completed his form, and attached a note to the book, and sent his wife to the local office to report his being back to work.

For one to appreciate the situation which prevails in this area during model change-over, one has to

be here. There are usually approximately 25 to 50 casuals on the UIC staff, who make plenty of mistakes, along with many mistakes which are made by our members. With this combination, we have a real situation going for us during the model change-over period.

Exhibit 3 of the submission to the board of referees is not correct, and should be explained.

Claimant's wife is of foreign extraction, and when she took the claimant's book in on August 4, the local officer tore off the note attached to the book of the claimant, and gave the book back to [her] with the report slip still in it. I know as a positive fact, [she] would not realize what was going on, as she speaks very poor English, and she is very hard to understand.

[Claimant] is not much better, and he does not have any grasp of the UIC regulations whatsoever.

To explain further, in October, when [Claimant] was on layoff because of the . . . strike in . . . , he complained to me about his benefits not being proper. He had his old book with him from the model change in July. Being tied up in negotiations.... at this time, I did not have much time to spend with the claimant. He showed me his book, and we briefly discussed the problem. I noticed the completed form in the back of the book had not been torn out by the girl on August 4, and I advised him to go to the local office and see if he could talk to someone there to explain his problem.

I note by the mix-up in the statements in the submission to the board he has a lot of people confused. It was between the time he left the Union Hall, and before he arrived at the local UIC office in October, when the claimant lost his old book. This situation is an odd-ball affair, but I cannot agree with the insurance officer that this man has violated regulation 147 of the UIC.

It is my contention the girl at the local office sure contributed to this mess, and I feel that on August 4 when the claimant's wife took the book and a note to the local office, had she removed the report slip and the note from the book, this situation would not have occurred.

I personally can vouch for the honesty of this person, and I can assure anyone connected with the Unemployment Insurance Commission, even at this late date, he or we,



are not trying to get something which is not rightfully his.

I hope the umpire will see fit to take care of this situation. In the event the umpire deems it necessary to set up a board, Local 222, UAW, will represent this man, and we are requesting it be held in Toronto, if possible ...

#### Statement of Observations

In a statement of observations dated February 17, 1965 for consideration by the umpire, the Chief of the Adjudication Division of the Unemployment Insurance Commission said:

1. The question involved in this appeal is whether the claimant made his continuing claim for benefit in the prescribed manner, as required by Unemployment Insurance Regulations 145 and 147(1) (c) and (2) during the period from July 12, 1964 to August 1, 1964.

2. The claimant made his initial application for benefit on July 13, 1964 and he states he was instructed to report back to the local office on August 4, 1964 at 3 p.m. to make declarations in respect to each week for the period commencing July 12, 1964 to August 1, 1964, for the purpose of proving if he fulfilled all the conditions entitling him to benefit.

3. The claimant states (Exhibit 5) he did not report to the local office on August 4, 1964, as he had returned to work on that date. The claimant's wife took his report book (Direction to Report and Information for Claimants, Form 1501D) and attached report form, in to the local office on or about August 4, 1964. He also stated that the report was found to be incomplete and the local office instructed the claimant's wife to have the claimant complete and return it as soon as possible.

4. The claimant states he did not send the form as instructed due to the fact he lost it shortly after his wife brought it back to him. He

failed to notify the local office he had lost it and contends he became confused and did not know what to do. His explanation does not appear to be the action of a prudent person as he could have written to the local office and they would have advised him what action to take.

5. The claimant completed a claimant's report, form 489, covering the weeks commencing July 12, 1964 and July 19, 1964, on November 27, 1964 (Exhibit 6).

6. The Union contends that the claimant's incomplete report form should have been accepted when the claimant's wife presented it at the local office. This would not meet the requirements of Regulation 147(1) (c) which specifically provides for a claimant to furnish such evidence in such manner as he may be directed by an officer of the Commission and sign a declaration as to the proof of the facts declared in order to prove fulfilment of the conditions entitling him to benefits.

7. The board of referees had the opportunity of assessing the evidence presented by the claimant's representative and that contained in the submission. It is respectfully submitted that the board has made a correct assessment of the evidence on the basis of established jurisprudence (CUB 1369 and CUB 1808) and its decision should be maintained.

A hearing was requested by the Union and it was held in Toronto on May 28, 1965. The claimant did not appear, but was represented by C. Pilkey, executive member, U.A.W. Local 222. The Commission was represented by Y. Pigeon, one of its solicitors.

At the end of the hearing Mr. Pigeon was granted a request to file a written submission, and this submission was received on June 21, 1965. In it he pointed out that the claimant was disqualified, not for failing to attend as directed at the local office on August 4, 1964, but for

failure to correct and return the report form presented on that day. Mr. Pigeon argued that failure to fill out the form correctly in itself is failure to file in the prescribed manner, and that failure to carry out the subsequent instructions also constituted failure to file in the prescribed manner.

Mr. Pilkey, in his comments on this, which were received on July 22, 1965, argued that no time limit was set in which to return the corrected form and that the claimant, therefore, had not failed to carry out the instructions.

#### Considerations and Conclusions

Both sides appear to agree that the claimant's wife did attend at the local office on the required date, but that the claimant's report form was incorrectly made out and the claimant's wife was told that it would have to be corrected and returned.

In the light of the union representative's statement that when the claimant approached him in October 1964, he had the report form with him, I am unable to determine that the book had been lost. However, the form undoubtedly was not returned to the local office pursuant to the instructions of August 4, 1964.

I agree with the submission of the Commission's solicitor that the failure to have the form correctly filled out on August 4, 1964, was in itself failure to file his claim in the prescribed manner and so, also, was the failure to correct and return that form as requested.

There is no merit whatever in the union's contention that, since no time-limit was set in which to return the corrected form, the claimant had not failed to carry out the instructions given him. Those instructions were, in effect, an extension of the original time-limit, designed to accommodate the claimant.

While I in no way doubt the claimant's honesty, I am not convinced that it was confusion, and not carelessness, that led to the report form not being returned.

In view of the above, I decide to dismiss the Union's appeal.

### Allison Appointed To UIC Position

William Lloyd Allison, 49, occupational analyst and head of the Occupational Analysis Section of the Economics and Research Branch of the Department of Labour, has assumed new duties with the Unemployment Insurance Commission as personnel research officer in the Staff Development Division.

Mr. Allison has been with the Department of Labour since 1956. He was born at Calgary, Alta., in December 1916, and attended elementary schools at Calgary

and Medicine Hat. He attended Queen's University at Kingston, Ont., for four months in 1945 and later attended the University of Alberta at Edmonton, Alta., from which he was graduated in 1952 with the degree of Bachelor of Arts (psychology).

From 1937 until 1939, Mr. Allison was a signalman with the Royal Canadian Corps of Signals' permanent force at Kingston, and from 1939 until 1945 he was a wireless operator at the National

Defence Headquarters radio station in Ottawa, rising to the rank of Warrant Officer 1 in charge of the cipher office.

Mr. Allison is past president and a member of the executive of the Ottawa Personnel and Guidance Association, and a member of both the Canadian Guidance and Counselling Association at Niagara Falls, and the Professional Institute of the Government Service of Canada.

# PRICE INDEXES

## Consumer, December 1965

The consumer price index (1949=100) increased 0.4 per cent to 140.8 at the beginning of December from 140.2 in November.

The December index was 2.9 per cent higher than the December 1964 index of 136.8. The increase resulted mainly from a 1.0 per cent rise in the food index, although indexes for housing, clothing, transportation, and recreation and reading were slightly higher than in November. The indexes for health and personal care, and tobacco and alcohol were unchanged.

The December food index of 139.6 was 1.0 per cent above the previous month's index of 138.2. Higher prices were reported for dairy products, fats, eggs, beef, pork, veal, poultry, fish, cabbage, carrots, tomatoes, celery, apples, cake mix and soda crackers. Prices were lower for lettuce, imported fresh fruits, orange juice, canned pineapple, bacon, lamb, wieners and tea.

The housing index advanced 0.3 per cent to 142.4 from 142.0 as a result of upward movements in both the shelter and household operation components. Within shelter, price increases were recorded for rents and home-ownership costs, including repairs, property taxes and new homes. In household operation, price increases for coal, furniture, utensils and equipment, and household supplies outweighed decreases for floor coverings, and cotton and wool textiles.

The clothing index increased 0.1 per cent to 123.8 from 123.7. Price movements for apparel were scattered and mixed but generally higher prices were reported for leather footwear, laundry, dry cleaning and shoe repairs.

The transportation index rose fractionally to 148.8 from 148.7 as a result of scattered price increases for gasoline and higher local bus fares in two cities.

The health and personal care index remained unchanged at 177.9.

The recreation and reading index advanced 0.3 per cent to 155.4 from 155.0 as price increases for newspapers in three cities moved the reading component.

The tobacco and alcohol index was unchanged at 122.3.

Group indexes in December 1964 were: food 133.2, housing 139.6, clothing 121.0, transportation 142.7, health

and personal care 173.2, recreation and reading 153.5, tobacco and alcohol 121.6.

## Wholesale, November 1965

The general wholesale index (1935-39=100) rose 0.7 per cent in November to 253.8 from the October index of 252.0, and was 3.6 per cent higher than the November 1964 index of 244.9. Seven of the eight major group indexes advanced and one remained unchanged.

Two group indexes rose 1.6 per cent in November, the non-ferrous metals group to 222.4 from 219.0, and the chemical products group to 204.3 from 201.0. The animal products group rose 1.4 per cent to 285.9 from 281.8, and the vegetable products group increased 1.0 per cent to 218.2 from 216.0. The textile products group rose 0.3 per cent to 246.4 from 245.7; and two groups increased 0.1 per cent, wood products to 333.8 from 333.6, and non-metallic mineral products to 192.8 from 192.6.

The iron products group remained unchanged during November at 266.4.

## Farm Products

The index of Canadian farm product prices at terminal markets 1935-39=100 increased 3.6 per cent to 244.1 from 235.7 in the four-week period ending November 26. The field products index advanced 1.8 per cent to 174.6 from 171.5, and the animal products index rose 4.5 per cent to 313.5 from 299.9.

## U.S. Consumer, November 1965

The United States consumer price index (1957-59=100) rose by 0.2 per cent to 110.6 per cent for a new November high from the previous record of 110.4 per cent set in October. A year ago in November the index was 108.7.

Food prices remained unchanged in November for the second consecutive month, as increases in fresh vegetable prices were offset by decreases for fresh fruits and meats. Housing costs rose by 0.2 per cent and transportation costs increased by 0.3 per cent.

Apparel prices averaged 0.3 per cent higher and health and recreation costs rose by 0.2 per cent. Used car prices fell by 0.6 per cent.

## City Consumer, November 1965

Consumer price indexes (1949=100) rose in all ten regional cities between October and November.

Increases ranged from 0.2 per cent in Vancouver to 1.2 per cent in Ottawa.

Food indexes were higher in all cities, with increases ranging from 0.8 per cent in Saskatoon-Regina and Vancouver to 3.2 per cent in Ottawa and Toronto. Housing indexes edged up fractionally in four cities, down in one and held steady in five. Clothing indexes rose in seven cities, fell in one and were constant in two. Transportation indexes showed mixed movements, with increases in five cities, decreases in four and no change in one. Health and personal care indexes moved up in nine cities and down in one. Indexes for recreation and reading were higher in nine cities and lower in one. Indexes for tobacco and alcohol remained unchanged in eight cities and were down slightly in two.

Regional consumer price index point changes between October and November were: Ottawa +1.7 to 140.2; Toronto +1.3 to 142.1; Winnipeg +1.2 to 136.5; Montreal +0.9 to 139.4; Edmonton-Calgary +0.9 to 131.5; Halifax +0.8 to 135.3; St. John's +0.6 to 123.5\*; Saskatoon-Regina +0.6 to 132.8; Saint John +0.5 to 137.6; Vancouver +0.3 to 135.7.

## British Retail, Oct. 1965

The British index of retail prices (Jan. 16, 1962=100) rose slightly to 113.1 at mid-October from the mid-September figure of 113.0. The index was 107.9 at mid-October 1964.

The index for the food group as a whole fell by slightly less than one half of 1 per cent to 111.4 from 111.7 in September. Reductions in the prices of tomatoes, apples, brussels sprouts, beef, mutton and lamb were partly offset by an increase in the price of eggs.

The index for the housing group increased by one half of 1 per cent to 122.5 from 121.9 in September. The increases were caused by rises in local rates, rents of unfurnished dwellings, and costs of repairs and maintenance.

The index for the transport and vehicles group was unchanged at 107.6.

\* On base June 1951=100.



# Wage Schedules Prepared In November

The Department of Labour prepared 268 wage schedules in November for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada, for works of construction, remodelling, repair or demolition, and certain services. In the same period, 212 contracts in these categories were awarded.

In addition, 181 contracts that contained the general fair wages clause were awarded by Central Mortgage and Housing Corporation, Defence Construction (1951) Limited, The St. Lawrence Seaway Authority and the Departments of Defence Production, Northern Affairs and National Resources, Post Office, Public Works and Transport.

A copy of the wage schedule issued for each contract is available to trade unions concerned or to others who have a *bona fide* interest in the execution of the contract.

Contracts awarded in November for

the manufacture of supplies and equipment were:

Department	No. of Contracts	Aggregate Amount
Defence		
Production	124	\$1,091,156.00
Post Office	5	128,728.00
Royal Canadian Mounted Police	3	20,894.55

## Wage Claims Received

During November the sum of \$16,151.86 was collected from 16 contractors for wage arrears due their employees as a result of the failure of the contractors, or their subcontractors, to apply the wage rates and other conditions of employment required by the schedule of labour conditions forming part of their contract. This amount is for distribution to the 152 workers concerned.

A list of contracts containing fair wage schedules awarded during November may be obtained from the Department of Labour, Ottawa.

## Technical Note to "E" Tables

Under the Unemployment Insurance Act, contact between the claimant and the Unemployment Insurance Commission is achieved by means of a network of local offices. Tables E-2 to E-4 relate to local office operations, though Table E-3 includes data on regional office processing.

Upon separation from employment, a person wishing to file a claim for benefit applies to the nearest local office of the Commission. An application for employment is completed at the National Employment Service and, if a suitable vacancy exists, a referral is made. If suitable employment is not available, a claim for Unemployment Insurance benefit is filed at the local office. The claim will be either an "initial" or a "renewal" depending upon whether or not it is necessary to compute benefit rights. On an initial claim, the claimant's benefit entitlement is calculated and this will be available for compensation of spells of proven unemployment during a period of one year, unless used up prior to that time. When a claimant misses two successive scheduled reporting dates and subsequently files a claim, a renewal claim will serve to re-activate the claim, provided there is still benefit available.

The total of initial and renewal claims (Table E-3) thus approximates the number of recorded separations from employment during a month. However, to the extent that an initial claim is taken from

a person who has just exhausted benefit and seeks re-establishment of credits, the total would constitute an overstatement of the new cases of recorded unemployment.

Claims in the category "entitled to benefit" include initial claims on which the contribution requirements were fulfilled and no disqualification was imposed, and renewal claims allowed, no disqualification. Claims "not entitled to benefit" consist of failures on initial claims due to insufficient contributions, and in addition, disqualifications imposed on either initial or renewal claims. Claims not completely processed at the end of the month are shown as "pending".

Claimants are required to report every two weeks. Information on the number of claimants currently reporting to local offices is obtained by a count of individual unemployment registers in the currently active file at the month-end (Table E-2). Once a claim is taken, the document on which the record of activity is maintained (the unemployment register) is placed in the active file and becomes dormant only after the scheduled reporting pattern has been broken twice in succession or the claimant finds work. The count of weeks on claim represents weeks of proved unemployment since the most recent separation from employment. When a new employment register is prepared because the previous

## Industrial Fatalities

*Continued from Page 29*

and limbs, objects falling in mines or quarries, materials falling from stockpiles and loads, landslides and cave-ins, and objects thrown or kicked back by machinery.

There were 62 fatalities caused by "falls and slips." All but eight were falls from different levels, such as buildings, roofs, scaffolds, bridges, stockpiles and moving vehicles, etc., into rivers, lakes, seas, harbours, shafts, pits, excavations, holds of vessels, etc.

Thirty-five fatalities were in the category of being "caught in, on or between." Most of them involved tractors, loadmobiles, machinery, automobiles, trucks, mine and quarry cars, etc.

Of the remaining 72 fatalities, 23 each were the result of conflagrations, temperature extremes and explosions, or were caused by electric current; 12 fatalities resulted from inhalations, contact, absorptions, ingestions and industrial diseases; 9 were under the heading of miscellaneous accidents; and 5 were in the category of "striking against or stepping on objects."

By province of occurrence, there were 91 fatalities in Ontario, 75 in British Columbia, 67 in Quebec, and 40 in Alberta.

During the quarter, there were 122 fatalities in July, 101 in August, and 115 in September.

claim terminated and a new entitlement was computed, the count of weeks is cumulated from the date of actual separation from employment. Information on the number of weeks on claim is based on examination of a 20 per cent sample of unemployment registers.

Payment data are provided by Treasury Offices of the Unemployment Insurance Commission and relate to transactions during a month. In some cases, however, the compensated unemployment would have occurred in a prior month. Data cover partial as well as complete weeks.

Estimates of the insured population (Table E-1) are based on an estimate of persons either working in insured employment or on claim at June 1 each year. Monthly estimates of insured employment are projected from the June 1 figure, using employment indexes, for individual industry divisions as published in "Employment and Payrolls" (Employment Section, Labour Division, D.B.S.). The number of claimants recorded at the month-end, as described above, is added to provide the total estimate.

# Publications Received by Department of Labour Library

The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed by making application to the Librarian, Department of Labour, Ottawa. Students must apply through the library of their institution. Applications for loans should give the number (numeral) of the publication desired and the month in which it was listed in the *LABOUR GAZETTE*.

## Automation

1. U.S. BUREAU OF LABOR STATISTICS. Outlook for Numerical Control of Machine Tools. A study of a key technological development in metal-working industries. Washington, GPO, 1965. Pp. 63.

Numerical control of machine tools involves coded instructions, recorded on punched cards, magnetic or paper tapes, that can control the operation of the machinery. Information is given about some aspects of numerical control, such as labour requirements, changes in occupational requirements, training, etc.

2. U.S. OFFICE OF MANPOWER, AUTOMATION AND TRAINING. Manpower Decisions to Automate. Washington, GPO, 1965. Pp. 37.

This study was based on eight case studies that involved management decisions to instal electronic data processing in two banks, numerically controlled machines in two electronics manufacturing firms, and automatic order-picking and conveyor systems in three warehouses. One warehouse did not have automation. The study tells why management decided to automate, how results compared with expectations, and draws a number of tentative conclusions.

## Business

3. LINDSAY, TAMLIN K. How Small Manufacturers Buy. Prepared by the School of Business Administration of the University of Connecticut under the Small Business Administration management research grant program [by] Tamlin K. Lindsay [and] William N. Kinard. [Storrs?] University of Connecticut,

School of Business Administration, 1964. 2 vols.

Contents: v.1. Report and recommendations. v.2. Appendices. This study based on information from 604 small manufacturing firms, was concerned with the purchasing habits of small manufacturers. Recommendations are made for improvements in purchasing.

4. PORTER, LYMAN W. The Effects of "Tall" versus "Flat" Organization Structure on Managerial Job Satisfaction, by Lyman W. Porter and Edward E. Lawler. Berkeley, University of California, Institute of Industrial Relations, 1964. Pp. 135-148.

A "flat" organization structure occurs in companies having the fewest managerial levels relative to their size: a "tall" organization structure occurs in companies having the greatest number of levels relative to their size. This study, based on questionnaire replies from about 1900 managers, reports on the relative job satisfaction of managers in "flat", "intermediate", and "tall" organization structures.

5. STRAUS, GEORGE. Work-Flow Frictions, Interfunctional Rivalry, and Professionalism. A case study of purchasing agents. Berkeley, University of California, Institute of Industrial Relations, 1964. Pp. [137]-149.

Examines the rivalry existing between the purchasing agent and other groups in a company and shows how this rivalry, along with other factors, encourages the purchasing agent to seek to become a "professional".

## Civil Service

6. NATIONAL MANPOWER COUNCIL. Government and Manpower. A statement by the National Manpower Council, with background chapters by the council staff. New York, Columbia University Press, 1964. Pp. 470.

Partial contents: A statement by the National Manpower Council. Public employment. The governmental labor force. Governments in the labor market. Problem areas. Manpower utilization: problems and policies. Manpower resources and health policies. Education. Science

policies and manpower. Military manpower problems and policies. The impact of governmental policies.

7. U.S. CIVIL SERVICE COMMISSION. Federal Workforce Outlook, Fiscal Years, 1965-68. Washington, GPO, 1964. Pp. 52.

This is the first of an annually prepared four-year projection of current and expected trends in the size and composition of the U.S. Federal work force.

## Collective Bargaining

8. BUREAU OF NATIONAL AFFAIRS, WASHINGTON, D.C. Extended Vacations. An innovation in collective bargaining. Prepared by Donald F. Farwell and Daniel L. Harbour, with the assistance of the other employees of the editorial staff of the Bureau of National Affairs. Washington, 1964. Pp. 153.

"Extended vacations" is a term used for "longer-than-normal paid vacations provided for designated employees either at five-year intervals or on the attainment of a stated age." This book describes the history of negotiating extended vacations, provisions of the plans, scheduling and other employment problems. Includes texts of a representative group of negotiated hourly plans.

9. KRUGER, ARTHUR MARTIN. Trade Unions and Collective Bargaining in Canada. Toronto, Ontario Federation of Labour, 1965. Pp. 24.

This booklet has been written for secondary school pupils in Ontario. Contents: The origin and role of unions. Canada public policy. Canadian unions. Canadian employers. The collective bargaining process. Selected problems.

10. U.S. BUREAU OF LABOR STATISTICS. Digest of 100 Selected Pension Plans under Collective Bargaining, Late 1964. Washington, GPO, 1965. Pp.80.

Information is provided concerning company, union and date of information, participation requirements, normal retirement benefits, illustrative monthly pension, early retirement benefits, normal and early retirement benefit options, disability retirement, vesting, involuntary



retirement, death benefits, financing, medium of funding, and administration.

11. U.S. BUREAU OF LABOR STATISTICS. Major Collective Bargaining Agreements; Severance Pay and Layoff Benefit Plans. Washington, GPO, 1965. Pp.109.

Based on a study of almost 1800 major collective agreements covering approximately 7.5 million workers.

### Education

12. U.S. LAWS, STATUTES, ETC. Laws Relating to Vocational Education and Agricultural Extension Work. Compiled by Gilman G. Udell. Washington, GPO, 1962. Pp.389.

13. U.S. OFFICE OF EDUCATION. The Technical Assistance Training Program in Education. A report covering fiscal years 1961, 1962, 1963. Washington, GPO, 1965. Pp.134.

### Industrial Health

14. INTERNATIONAL LABOUR OFFICE. [Background papers prepared for meeting of experts on welfare facilities for industrial workers, Geneva, 5-16 October, 1964] Geneva, 1964. 9 vols.

Contents: 1. Welfare facilities for workers in industry in Western Europe. 2. Welfare facilities for workers in industry in the Near and Middle East. 3. Welfare facilities for workers in industry in Eastern Europe. 4. Welfare facilities for workers in industry in Asia. 5. Welfare facilities for workers in industry in Africa. 6. Welfare facilities for workers in industry in Latin America. 7. General report on welfare facilities for workers in industry. 8. A selection of provisions concerning welfare facilities for industrial workers adopted under the auspices of the I.L.O. 9. The role of social services in industry; paper contributed by the United Nations.

Name of conference in French: Réunion d'experts en matière de services sociaux pour les travailleurs de l'industrie.

15. NATIONAL INDUSTRIAL SAFETY STUDY CONFERENCE, SCARBOROUGH, ENG., 1964. Proceedings, Scarborough, May 7th, 8th, and 9th. London, Royal Society for the Prevention of Accidents, 1964. Pp. 51.

Supplement: [Comments on three papers presented at meeting]

### Industrial Relations

16. FLANDERS, ALLAN. Industrial Relations: What is Wrong with the System? An essay on its theory and future. London, Institute of Personnel Management, c1965. Pp. [63]

The author examines critically the present industrial relations system as it involves collective bargaining and wage

negotiations and offers his opinion on improving the system.

17. FORREST, P. D. F. A Brief Look at Industrial Relations in the United States of America and Canada, May 1962. [Birmingham, Eng.] Engineering Employers' Association, Birmingham, Wolverhampton and Stafford District [1962?] Pp. 27.

18. KOLAJA, JIRI THOMAS. Workers' Councils; the Yugoslav Experience. London, Tavistock Publications, 1965. Pp. 84.

After briefly outlining Yugoslavian legislation regarding workers' councils, the author describes works councils in two factories. The author has based his study on his personal observations.

### International Institute for Labour Studies

19. AUERHAN, JAN. [Lectures on the Labour Force and its Employment] Geneva, International Institute for Labour Studies, 1964. 1 vol. (various pages)

Contents: Estimation of manpower requirements for economic development. Planning of education to meet expected requirements of manpower. Planning of training to meet expected requirements of manpower.

Lectures delivered at a study course on labour problems and economic development, organized by the International Institute for Labour Studies, Geneva, and held March 9 to May 29, 1964.

20. INTERNATIONAL INSTITUTE FOR LABOUR STUDIES. Lectures on economic development delivered to first study course, 17 September-7 December, 1962. Geneva, 1962. Pp. 108.

Partial contents: Characteristics of economic development. Some tasks of Government in economic development. International trade and its relation to planning and development. Employment objectives in economic development.

21. INTERNATIONAL INSTITUTE FOR LABOUR STUDIES. Lectures on the labour force and its employment September-7 December, 1962. Geneva, 1963. Pp. 138.

Partial contents: Long-term projections of the manpower needs. The elements of human resource development planning and the integration of manpower planning with general economic development programming. Population pressure and employment opportunities. Employment services. Management development and economic growth. Mobilisation of manpower.

22. INTERNATIONAL INSTITUTE FOR LABOUR STUDIES. Lectures on trade unions and industrial relations delivered to first study course: 17

September-7 December, 1962. Geneva, 1963. Pp. 62.

Contents: Trade unions: organization and functions. The role of the State in the development of industrial relations. Methods of collective bargaining. Prevention and settlement of labour disputes. Representation of workers' interests at the level of the undertaking.

### Labouring Classes

23. EMERSON, JOHN PHILIP. Nonagricultural Employment in Mainland China: 1949-1958. Washington, GPO, 1965. Pp. 240.

24. INTERNATIONAL LABOUR CONFERENCE. 41st, GENEVA, 1958. International Labour Convention No. 108 concerning seafarers' national identity documents adopted by the General Conference of the International Labour Organization during its forty-first session, Geneva, May 13, 1958. London, HMSO, 1965. Pp. 11.

English and French texts. This Convention came into force in Great Britain on February 18, 1965.

25. LEITER, ROBERT DAVID. Featherbedding and Job Security. New York, Twayne Publishers, 1964. Pp. 238.

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Conference sponsored by Nova Scotia Department of Labour. Contents: Apprenticeship, its role in an expanding economy [a talk by] W. R. Dymond (Assistant Deputy Minister, Federal Department of Labour). Adapting apprenticeship to modern technology (a panel discussion). Problems of organization of apprenticeship in industry [a talk by] William Hurd (Head of the Adult Occupational and Trade Training Division, Federal Department of Labour).

27. ORGANIZATION FOR ECONOMIC CO-OPERATION AND DEVELOPMENT. Training Methods for Older Workers, by R. M. Belbin. Paris, 1965. Pp. 72.

"This report is concerned with the problems of training workers who are above the age at which training is normally given, yet below the customary age of retirement . . . It covers the scientific

evidence available on the influence of age on learning capabilities, gathers together industrial data on the training of older workers and examines some experimental attempts to apply psychological principles in the teaching of occupational skills to adults."

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31. U.S. BUREAU OF LABOR STATISTICS. Labor Law and Practice in Pakistan. Washington, GPO, 1964. Pp. 68.

32. U.S. DEPARTMENT OF LABOR. WAGE AND HOUR AND PUBLIC CONTRACTS DIVISION. Handy Reference Guide to the Fair Labor Standards Act. Washington, GPO, 1964. Pp. 13.

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33. BELLAN, RUBEN C. Jobs for All. A study of how full employment might have been achieved in Greater Winnipeg in 1964. Winnipeg, University of Manitoba, Economics Department [1965?] Pp. 74.

34. CONFERENCE ON UNEMPLOYMENT AND THE AMERICAN ECONOMY. 2d, Boulder, Colo., 1964. Employment Policy and the Labor Market, edited by Arthur M. Ross. Berkeley, University of California Press, 1965. Pp. 406.

A volume in the research program on unemployment conducted by the Institute of Industrial Relations, University of California, Berkeley.

This book consists of papers that were presented and discussed at the 1964 conference on unemployment and the American economy. Topics dealt with included structural unemployment, changes in labour force participation, the measurement of job vacancies, seasonal unemployment, retraining of unemployed workers, apprenticeship, unemployed older workers, and, a positive manpower policy.

35. KAHN, HILDA RENATE. Repercussions of Redundancy. A local survey. London, G. Allen and Unwin, 1964. Pp. 267.

"The present work contains the results of the Birmingham Redundancy and Re-employment Survey, which took shape

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The author, Professor of Economics at Massachusetts Institute of Technology, delivered two lectures in Stockholm under the sponsorship of the Wicksele Lecture Society in co-operation with other Swedish organizations. He discussed labour market policy in the United States and gave some opinions about economic policy.

**Wages and Hours**

37. HAZENBERG, G. Wages in Logging and Forest Operations in New Brunswick. Fredericton [New Brunswick] Department of Labour, 1963. Pp. 108.

38. HAZENBERG, G. Wages in the Woodproduct Industries in New Brunswick. Fredericton, [New Brunswick] Department of Labour, 1962. Pp. 70.

39. U.S. BUREAU OF LABOR STATISTICS. Union Wages and Hours: Local-Transit Operating Employees, July 1, 1964 and Trend 1929-64. Washington, GPO, 1965. Pp. 10.

40. U.S. BUREAU OF LABOR STATISTICS. Wages and Related Benefits. Part 1: 80 metropolitan areas, 1963-64. Occupational earnings, supplementary practices, Labor-management agreement coverage. Washington, GPO, 1965. Pp. 122.

**Women**

41. GREAT BRITAIN. CENTRAL YOUTH EMPLOYMENT EXECUTIVE. H. M. Forces: the Women's Services. 4th ed. London, HMSO, 1965. Pp. 35.

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Considers two matters: (1) how much the wife's earnings would increase the money available for family living; (2) how being employed away from home affects the wife's job as homemaker. Information is based on a study of about 750 women living in rural and urban areas of Ohio and working in the period May 1, 1959 to April 30, 1960.

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43. CALDER, RITCHIE. The Inheritors. The story of man and the world he made. London, Heinemann, 1961. Pp. 345.

44. CANADA. CIVIL SERVICE COMMISSION. ORGANIZATION DIVISION. The Analysis of Organization in the Government of Canada. Ottawa, Queen's Printer, 1964. Pp. 79.

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46. CONFERENCE OF AFRICAN STATISTICIANS. 1st, Addis Ababa, 1959. Report [New York? United Nations, 1959] 1 vol. (unpaged).

47. LARKIN, EMMET J. James Larkin, Irish Labour Leader, 1876-1947. London, Routledge & Kegan Paul, 1965. Pp. 334.

James Larkin was active in the Irish labour movement and in politics as a Socialist.

48. NATIONAL ACADEMY OF SCIENCES, WASHINGTON, D.C. COMMITTEE ON POPULATION. The Growth of U.S. Population. Analysis of the problems and recommendations for research, training, and service. Washington, 1965. Pp. 25.

. . . Deals primarily with two basic elements of the population problem in the United States: (1) the steady and persistent increase in population and (2) the condition of high fertility among low-income groups.

49. NATIONAL INDUSTRIAL CONFERENCE BOARD. Cycles in Government Securities. New York, 1962-1965. 2 vols.

Studies in business economics, nos. 78 and 88. Contents: v.1. Federal debt and its ownership. v.2. Determinants of changes in ownership.

50. NORTHERN NIGERIA. MINISTRY OF TRADE AND INDUSTRY. The Industrial Potentialities of Northern Nigeria. [London, Herbert Jenkins Ltd., 1965?] Pp. [284]

51. ORGANIZATION FOR ECONOMIC CO-OPERATION AND DEVELOPMENT. Supply, Recruitment and Training of Science and Mathematics Teachers. [Paris, n.d., 1965?] Pp. 46.

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52. U.S. NATIONAL AERONAUTICS AND SPACE ADMINISTRATION. Design Criteria and Construction Standards. Washington, 1965. 1 vol. (loose-leaf).



# Statistics Section

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## A—Labour Force

**TABLE A-1—Regional Distribution Week Ended December 18, 1965**

	Canada	Atlantic	Quebec	Ontario	Prairies	British Columbia
(Estimates in thousands)						
THE LABOUR FORCE.....	7,185	618	2,042	2,641	1,215	669
Men.....	5,046	443	1,460	1,813	862	468
Women.....	2,139	175	582	828	353	201
14-19 years.....	693	72	219	219	124	59
20-24 years.....	953	97	320	306	151	79
25-44 years.....	3,137	235	902	1,192	519	289
45-64 years.....	2,178	195	543	836	380	224
65 years and over.....	224	19	58	88	41	18
EMPLOYED.....	6,933	574	1,945	2,581	1,186	647
Men.....	4,844	404	1,380	1,769	838	453
Women.....	2,089	170	565	812	348	194
Agriculture.....	470	29	93	125	206	17
Non-agriculture.....	6,463	545	1,852	2,456	980	630
Paid workers.....	5,887	491	1,683	2,251	890	572
Men.....	4,001	340	1,176	1,507	584	394
Women.....	1,886	151	507	744	306	178
UNEMPLOYED.....	252	44	97	60	29	22
Men.....	202	39	80	44	24	15
Women.....	50	*	17	16	*	*
PERSONS NOT IN LABOUR FORCE.....	6,093	659	1,802	2,031	1,011	590
Men.....	1,534	191	434	488	264	157
Women.....	4,559	468	1,368	1,543	747	433

\*Less than 10,000. SOURCE: Labour Force Survey.

**TABLE A-2—Age, Sex and Marital Status, Week Ended December 18, 1965, Canada**

	Total	14-19 years all persons	20-64 years				65 years and over all persons
			Men		Women		
			Married	Other	Married	Other	
(Estimates in thousands)							
POPULATION 14 YEARS OF AGE AND OVER (1).....	13,278	2,177	3,794	1,005	3,904	967	1,431
LABOUR FORCE.....	7,185	693	3,651	838	1,091	688	224
Employed.....	6,933	641	3,550	781	1,074	674	213
Unemployed.....	252	52	101	57	17	14	11
NOT IN LABOUR FORCE.....	6,093	1,484	143	167	2,813	279	1,207
PARTICIPATION RATE (2)							
1965, December 11.....	54.1	31.8	96.2	83.4	27.9	71.1	15.7
November 13.....	54.0	31.8	96.4	84.0	27.4	71.2	15.4
UNEMPLOYMENT RATE (3)							
1965, December 11.....	3.5	7.5	2.8	6.8	1.6	2.0	4.9
November 13.....	3.1	7.3	2.2	5.5	1.5	2.6	*

<sup>(1)</sup>Excludes inmates of institutions, members of the armed forces, Indians living on reserves and residents of the Yukon and Northwest Territories.

<sup>(2)</sup>The labour force as a percentage of the population 14 years of age and over.

<sup>(3)</sup>The unemployed as a percentage of the labour force.

\*Less than 10,000. SOURCE: Labour Force Survey.

**TABLE A-3—Unemployed, Week Ended December 18, 1965**

	December 1965	November 1965	December 1964 <sup>(1)</sup>
(Estimates in thousands)			
TOTAL UNEMPLOYED.....	252	220	284
On temporary layoff up to 30 days.....	20	16	14
Without work and seeking work.....	232	204	270
Seeking full-time work.....	215	188	258
Seeking part-time work.....	17	16	12
Seeking under 1 month.....	92	90	104
Seeking 1-3 months.....	93	70	99
Seeking 4-6 months.....	22	24	33
Seeking more than 6 months.....	25	20	34

<sup>(1)</sup>Due to the introduction of revised weighting factors in March 1965, small adjustments have been made to estimates published before that time. See D.B.S. report "The Labour Force, March 1965", page 8.

SOURCE: Labour Force Survey.



## B—Labour Income

**TABLE B-1—Estimates of Labour Income, by Industry**

Year and Month	Monthly Totals			Quarterly Totals <sup>(1)</sup>						
	Mining	Manu- facturing	Trans- portation, Storage and Communi- cation <sup>(2)</sup>	Forestry	Con- struction	Public utilities	Trade	Finance Services (including Govern- ment)	Supple- men- tary Labour income	Totals (3)
(\$ Millions)										
1960—Total.....	563	5,246	1,809	323	1,214	343	2,640	5,100	794	18,245
1961—Total.....	542	5,306	1,862	283	1,252	357	2,740	5,616	820	18,996
1962—Total.....	559	5,699	1,909	300	1,357	378	2,881	6,080	843	20,233
1963—Total.....	572	6,045	2,008	308	1,419	397	3,089	6,601	872	21,546
1964—Total.....	600	6,579	2,129	344	1,584	421	3,358	7,247	910	23,416
1964—										
October.....	51.5	565.4	185.7	.....	.....	.....	.....	.....	.....	2,051.8
November.....	51.7	565.9	181.3	96.4	426.8	108.4	887.2	1,876.5	232.6	2,033.6
December.....	51.4	551.5	178.4	.....	.....	.....	.....	.....	.....	1,978.6
1965—										
January.....	52.4	566.1	181.9	.....	.....	.....	.....	.....	.....	1,991.0
February.....	53.3	564.4	180.4	77.5	374.3	107.6	869.0	1,907.1	233.7	1,997.8
March.....	54.2	583.2	178.7	.....	.....	.....	.....	.....	.....	2,035.1
April.....	53.1	587.3	185.1	.....	.....	.....	.....	.....	.....	2,070.6
May.....	55.9	600.0	191.7	27.5	156.6	37.5	305.5	669.4	80.1	2,146.0
June.....	58.0	614.2	192.1	34.4	169.1	38.8	312.0	682.2	81.0	2,211.9
July.....	58.3	601.2	199.8	37.6	185.2	39.4	310.3	655.4	80.9	2,199.1
August.....	58.3	614.2	199.0	36.3	193.3	40.0	312.2	666.7	81.5	2,234.7
September*.....	57.4	626.4	208.9	38.0	196.7	39.1	317.4	711.4	82.7	2,305.7
October†.....	58.6	635.2	202.0	37.7	200.2	39.1	322.7	698.5	82.8	2,298.7
Seasonally Adjusted										
1960—Total.....	563	5,246	1,809	323	1,214	343	2,640	5,100	794	18,245
1961—Total.....	542	5,306	1,862	283	1,252	357	2,740	5,616	820	18,996
1962—Total.....	559	5,699	1,909	300	1,357	378	2,881	6,080	843	20,233
1963—Total.....	572	6,045	2,008	308	1,419	397	3,089	6,601	872	21,546
1964—Total.....	600	6,579	2,129	344	1,584	421	3,358	7,247	910	23,416
1964—										
October.....	51.0	557.7	182.2	.....	.....	.....	.....	.....	.....	1,999.5
November.....	51.5	564.0	179.8	85.1	422.4	108.4	866.4	1,873.9	230.9	2,014.0
December.....	51.8	563.3	183.7	.....	.....	.....	.....	.....	.....	2,020.2
1965—										
January.....	53.0	578.5	185.9	.....	.....	.....	.....	.....	.....	2,063.0
February.....	53.8	575.3	187.3	91.4	462.6	111.1	889.9	1,925.8	237.2	2,077.1
March.....	55.0	591.5	187.7	.....	.....	.....	.....	.....	.....	2,109.6
April.....	55.1	592.6	189.4	.....	.....	.....	.....	.....	.....	2,121.4
May.....	56.5	594.0	191.4	32.7	152.5	37.5	306.7	657.8	80.0	2,130.0
June.....	56.6	601.2	187.9	31.8	156.4	37.4	308.0	666.3	80.4	2,146.9
July.....	56.0	605.5	193.6	33.1	160.3	38.3	309.3	671.3	80.8	2,169.0
August.....	57.6	611.8	190.5	32.2	164.1	38.9	313.3	681.1	81.0	2,191.6
September*.....	57.2	612.1	203.5	31.2	163.1	38.4	316.5	698.3	81.6	2,222.8
October†.....	58.0	627.3	198.1	30.5	172.1	38.7	319.3	691.3	81.8	2,238.0

<sup>(1)</sup> Quarterly figures are entered opposite the middle month of the quarter but represent quarterly totals. Beginning with May 1965, figures in the six columns under "Quarterly Totals" will be published monthly. <sup>(2)</sup> Includes post office wages and salaries. <sup>(3)</sup> Figures in this column are for total labour income, Canada, but are not totals of the figures in the remaining columns of this table, as figures for labour income in Agriculture, Fishing and Trapping are not shown.

\*Revised. †Preliminary. NOTE: Monthly and quarterly figures may not add to annual totals because of rounding.

SOURCE: Dominion Bureau of Statistics.

## C—Employment, Hours and Earnings

Tables C-1 to C-3 are based on reports from employers having 15 or more employees; at September, 1965 employers in the principal non-agricultural industries reported a total employment 3,444,776. Tables C-4 and C-5 are based on reports from a somewhat smaller number of firms than

Tables C-1 to C-3. They relate only to wage-earners for whom statistics of hours of work are also available whereas Tables C-1 to C-3 relate to salaried employees as well as to all wage-earners in the reporting firms.

**TABLE C-1—Employment, Payrolls and Weekly Wages and Salaries**

Year and Month	Industrial Composite <sup>(1)</sup>			Manufacturing		
	Index Numbers (1949-100)			Index Numbers (1949-100)		
	Employ- ment	Average Weekly Wages and Salaries	Average Weekly Wages and Salaries	Employ- ment	Average Weekly Wages and Salaries	Average Weekly Wages and Salaries
<b>AVERAGES</b>						
1960.....	118.7	176.5	75.83	109.5	177.8	78.19
1961.....	118.1	182.0	78.17	109.9	183.6	80.73
1962.....	121.5	187.6	80.59	113.3	189.2	83.17
1963.....	124.6	194.2	83.43	116.4	196.1	86.24
1964.....	130.4	201.8	86.68	121.9	204.1	89.73
<b>1964—</b>						
September .....	136.2	204.8	88.00	126.3	207.0	91.01
October.....	134.7	205.9	88.47	123.6	207.3	91.15
November.....	134.7	204.7	87.94	124.4	206.8	90.91
December.....	131.2	199.1	85.53	121.9	201.6	88.66
<b>1965—</b>						
January.....	129.4	207.7	89.21	122.5	201.3	92.46
February.....	129.5	207.9	89.30	122.6	209.4	92.07
March.....	130.9	210.0	90.22	124.3	214.0	94.10
April.....	132.1	210.8	90.55	124.6	214.2	94.18
May.....	136.8	210.9	90.60	127.4	213.4	93.83
June.....	141.0	212.0	91.07	130.3	213.8	94.02
July.....	142.1	212.2	91.18	129.6	211.3	92.90
August*.....	144.0	212.5	91.29	131.9	211.9	93.18
September†.....	143.8	214.8	92.29	132.6	215.5	94.75

<sup>(1)</sup>Includes (1) Forestry (chiefly logging), (2) Mining (including milling), quarrying and oil wells, (3) Manufacturing, (4) Construction, (5) Transportation, storage and communication, (6) Public utility operation, (7) Trade, (8) Finance, insurance and real estate and (9) Service (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).

\*Revised. †Preliminary. SOURCE: Employment and Payrolls, DBS.



**TABLE C-2—Area Summary of Employment and Average Weekly Wages and Salaries**

Areas	Employment index numbers*			Average weekly wages and salaries		
	Sept. 1965	Aug. 1965	Sept. 1964	Sept. 1965	Aug. 1965	Sept. 1964
				\$	\$	\$
<b>PROVINCES</b>						
Atlantic Region.....	125.7	128.0	117.5	75.60	75.22	72.52
Newfoundland.....	177.8	180.5	157.2	82.20	81.74	78.58
Prince Edward Island.....	158.4	164.5	156.3	64.01	61.85	61.49
Nova Scotia.....	107.1	107.9	101.2	72.79	73.74	71.01
New Brunswick.....	123.3	127.1	117.7	75.38	73.66	71.41
Quebec.....	142.6	143.6	136.6	89.81	89.13	85.92
Ontario.....	145.9	144.4	138.1	95.65	94.33	91.63
Prairie Region.....	152.2	154.1	144.5	87.72	87.60	83.55
Manitoba.....	124.2	125.7	120.3	83.47	83.39	79.90
Saskatchewan.....	147.8	149.3	139.6	86.12	85.00	82.31
Alberta (including Northwest Territories).....	187.7	190.2	175.7	91.71	91.96	87.02
British Columbia (including Yukon).....	143.0	144.2	131.9	103.52	101.75	95.88
CANADA.....	143.8	144.0	136.2	92.28	91.30	88.00
<b>URBAN AREAS</b>						
St. John's.....	174.4	175.7	165.4	71.22	71.58	66.71
Sydney.....	77.6	79.9	79.6	77.52	85.81	86.15
Halifax.....	134.9	134.6	125.6	76.87	77.15	73.18
Moncton.....	121.5	121.0	116.1	72.18	70.75	69.47
Saint John.....	113.6	115.6	106.5	75.80	75.42	72.17
Chicoutimi—Jonquiere.....	124.3	125.7	122.5	106.30	104.64	102.48
Quebec.....	138.7	141.1	135.1	80.22	78.88	76.22
Sherbrooke.....	127.0	127.7	123.5	78.25	77.52	75.35
Shawinigan.....	114.5	120.3	110.3	95.98	94.72	93.11
Three Rivers.....	132.4	134.4	128.4	83.22	82.37	81.56
Drummondville.....	101.7	101.0	99.3	73.71	74.16	72.39
Montreal.....	148.2	147.5	139.9	91.50	91.32	87.60
Ottawa—Hull.....	153.4	155.0	145.7	86.05	85.37	81.80
Kingston.....	147.9	150.5	139.2	89.52	91.20	87.89
Peterborough.....	117.2	116.9	109.0	100.67	98.45	95.43
Oshawa.....	242.1	167.8	234.5	110.17	113.63	111.66
Toronto.....	159.9	157.3	152.8	95.52	94.66	91.75
Hamilton.....	137.6	137.5	129.7	99.94	100.17	96.55
St. Catharines.....	142.0	141.0	131.3	105.53	104.15	100.85
Niagara Falls.....	125.4	133.1	124.1	93.10	87.91	86.78
Brantford.....	110.4	109.9	97.6	90.14	89.64	83.56
Guelph.....	153.0	153.5	141.2	87.20	86.14	82.81
Galt.....	144.0	140.5	132.7	83.74	83.04	78.58
Kitchener.....	163.9	162.4	152.2	85.59	85.09	81.61
Sudbury.....	152.1	153.1	137.6	103.27	103.18	97.48
Timmins.....	89.2	91.8	86.3	84.80	87.02	78.77
London.....	158.2	156.9	151.6	88.28	87.30	84.61
Sarnia.....	146.2	146.4	138.2	122.97	118.66	110.71
Windsor.....	103.8	100.1	91.2	114.06	105.58	107.97
Sault Ste. Marie.....	166.4	169.8	165.4	112.28	112.19	107.48
Fort William—Port Arthur.....	137.1	139.3	120.3	91.75	88.56	88.02
Winnipeg.....	125.9	126.9	121.6	80.02	79.99	77.12
Regina.....	166.3	168.1	160.0	83.57	83.50	80.56
Saskatoon.....	171.4	170.1	162.9	80.09	79.10	76.84
Edmonton.....	243.5	241.6	225.0	85.48	85.67	81.08
Calgary.....	216.9	217.8	198.0	90.46	90.26	87.05
Vancouver.....	141.7	142.7	131.0	99.75	98.60	93.88
Victoria.....	133.2	134.1	126.7	88.51	89.01	83.30

\*(1949 = 100). The latest figures are subject to revision. SOURCE: Employment and payrolls, DBS.

**TABLE C-2a—Estimates of Employees by Industry, Provinces and Canada**

Industry	Month and year	Nfld.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Canada <sup>1</sup>
in thousands												
Forestry.....	Sept. 1965 <sup>p</sup>	5.3	0.2	2.1	8.9	26.5	13.1	0.6	0.2	2.4	21.9	81.1
	Aug. 1965 <sup>r</sup>	5.1	0.3	2.2	9.7	27.6	14.0	0.6	0.2	3.5	21.6	84.8
	Sept. 1964	4.8	0.1	2.4	10.8	30.7	13.7	0.5	0.2	2.0	20.8	86.1
Mines, quarries and oil wells.....	Sept. 1965 <sup>p</sup>	6.6	0.1	7.7	2.7	26.5	34.1	5.3	5.1	18.8	10.1	116.9
	Aug. 1965 <sup>r</sup>	6.6	0.1	7.9	2.7	27.2	35.4	5.6	5.3	19.2	10.7	120.7
	Sept. 1964	4.8	—	7.9	2.4	25.8	32.2	4.9	4.0	17.6	8.4	108.0
Manufacturing industries.....	Sept. 1965 <sup>p</sup>	13.4	2.7	33.6	26.7	486.7	763.0	48.6	14.5	46.8	119.1	1,555.2
	Aug. 1965 <sup>r</sup>	13.9	3.0	35.0	28.1	492.5	747.2	49.0	15.0	48.3	122.1	1,554.2
	Sept. 1964	12.6	2.8	31.2	25.9	473.3	734.6	47.5	14.1	43.9	114.2	1,499.9
Non-durable goods manufacturing.....	Sept. 1965 <sup>p</sup>	10.5	2.2	17.2	17.3	304.0	343.3	26.7	9.4	25.2	44.4	800.2
	Aug. 1965 <sup>r</sup>	11.0	2.4	18.5	18.3	307.9	344.3	26.8	9.8	26.0	47.6	812.6
	Sept. 1964	9.8	2.4	16.7	16.2	298.4	337.2	27.1	9.7	24.6	44.3	786.3
Durable goods manufacturing..	Sept. 1965 <sup>p</sup>	2.9	0.6	16.3	9.4	182.8	419.7	22.0	5.1	21.6	74.7	755.0
	Aug. 1965 <sup>r</sup>	2.9	0.6	16.5	9.8	184.6	402.8	22.2	5.2	22.3	74.6	741.6
	Sept. 1964	2.8	0.4	14.5	9.7	174.9	397.4	20.4	4.4	19.3	69.9	713.6
Construction.....	Sept. 1965 <sup>p</sup>	11.6	1.9	13.6	13.0	116.4	152.4	16.0	16.2	35.9	37.7	414.7
	Aug. 1965 <sup>r</sup>	11.2	2.0	13.6	13.2	116.9	157.5	16.9	16.5	37.8	38.0	423.6
	Sept. 1964	9.1	1.5	11.2	10.1	115.0	136.2	16.8	13.7	31.7	32.0	377.2
Transportation, communication and other utilities.....	Sept. 1965 <sup>p</sup>	15.7	2.6	22.1	20.6	167.6	205.6	42.5	28.5	49.2	69.8	624.3
	Aug. 1965 <sup>r</sup>	16.5	2.6	22.4	21.3	169.2	208.7	43.4	28.9	50.7	73.2	636.8
	Sept. 1964	15.8	2.8	22.2	20.6	164.1	202.9	42.8	27.5	49.5	69.2	617.4
Trade.....	Sept. 1965 <sup>p</sup>	15.8	3.6	27.8	23.2	236.6	357.8	49.0	35.8	71.1	95.3	916.0
	Aug. 1965 <sup>r</sup>	16.0	3.6	27.6	23.4	236.0	355.1	48.7	36.0	70.2	91.9	908.4
	Sept. 1964	14.8	3.3	26.8	22.4	224.9	343.9	46.7	34.7	66.5	89.0	873.1
Finance, insurance and real estate.....	Sept. 1965 <sup>p</sup>	1.5	0.6	5.8	4.0	69.3	101.9	11.6	7.3	14.0	21.6	237.6
	Aug. 1965 <sup>r</sup>	1.5	0.6	5.7	4.1	69.5	102.3	11.7	7.8	14.1	21.8	239.0
	Sept. 1964	1.4	0.5	5.5	4.0	65.3	97.6	11.5	7.0	13.5	20.0	226.5
Service (commercial sector) <sup>(1)</sup> ....	Sept. 1965 <sup>p</sup>	5.4	1.9	11.7	9.4	138.1	207.4	25.8	15.2	39.2	57.0	511.0
	Aug. 1965 <sup>r</sup>	5.4	2.2	12.8	9.6	142.6	216.7	26.5	15.6	41.4	61.4	534.2
	Sept. 1964	4.5	1.6	11.5	7.9	124.0	189.1	22.9	13.6	36.3	51.9	463.2
Total—Specified industries.....	Sept. 1965 <sup>p</sup>	75.2	13.6	124.4	108.6	1,267.7	1,835.4	199.5	122.7	277.4	432.3	4,456.8
	Aug. 1965 <sup>r</sup>	76.2	14.3	127.2	112.3	1,281.5	1,836.8	202.4	125.3	285.1	440.8	4,501.7
	Sept. 1964	67.8	12.6	118.7	104.1	1,223.1	1,750.2	193.6	114.8	261.0	405.5	4,251.4

<sup>(1)</sup>Includes health services (except hospitals); motion picture and recreational services to business management; personal services (except domestic and miscellaneous services).

<sup>p</sup>Preliminary figures.

<sup>r</sup>Revised.

NOTE: Estimates may not add to totals due to rounding.

BASIS: Revised Standard Industrial Classification.



**TABLE C-3—Industry Summary of Employment and Average Weekly Wages and Salaries**

Industries	Employment index numbers*			Average weekly wages and salaries		
	Sept. 1965	Aug. 1965	Sept. 1964	Sept. 1965	Aug. 1965	Sept. 1964
				\$	\$	\$
<b>MINING</b> .....	125.4	129.3	116.3	111.62	110.48	106.24
Metal mining.....	142.7	146.7	129.8	114.07	111.93	106.97
Gold.....	56.1	58.8	61.0	95.57	92.92	87.07
Other metal.....	222.4	227.6	193.7	118.37	116.46	112.79
Iron.....	370.7	371.4	301.7	133.22	132.23	131.88
Uranium.....	—	—	—	128.97	127.20	130.48
Fuels.....	83.8	86.6	80.6	111.91	115.53	112.87
Coal.....	36.3	37.1	37.7	74.60	85.28	85.83
Oil and natural gas.....	276.4	287.4	254.8	131.82	131.37	129.09
Non-metal.....	169.6	176.2	160.1	101.83	97.68	93.75
Asbestos.....	174.0	180.1	168.2	111.27	106.09	107.50
<b>MANUFACTURING</b> .....	132.6	131.9	126.3	94.75	93.18	91.01
Durable goods.....	141.9	138.4	132.9	102.81	100.99	99.24
Non-durable goods.....	124.7	126.4	120.8	87.07	86.03	83.45
Food and beverages.....	137.6	142.4	133.3	79.95	78.48	75.98
Meat products.....	148.0	149.9	141.1	91.12	89.45	87.97
Dairy products.....	133.3	140.3	128.4	79.97	78.85	76.46
Canned and preserved fruits and vegetables.....	221.3	235.7	216.9	64.92	62.38	58.36
Grain mill products.....	100.3	97.7	98.4	91.23	91.87	89.05
Bread and other bakery products.....	117.1	118.7	114.3	79.69	79.38	76.63
Biscuits and crackers.....	104.8	102.7	101.9	75.94	74.94	73.16
Distilled and malt liquors.....	96.8	98.8	98.2	115.35	114.67	109.50
Other beverages.....	172.0	180.9	162.5	82.31	85.50	79.27
Tobacco and tobacco products.....	81.8	82.2	82.8	93.27	94.37	94.65
Rubber products.....	124.7	123.5	121.0	99.65	97.53	97.23
Leather products.....	89.8	90.6	92.0	63.63	63.66	61.75
Boots and shoes (except rubber).....	90.7	91.9	94.6	61.96	62.19	59.71
Other leather products.....	88.0	88.1	87.3	66.75	66.43	65.74
Textile products (except clothing).....	94.0	94.0	91.5	76.51	76.27	74.04
Cotton yarn and broad woven goods.....	76.7	76.7	78.5	73.53	73.74	72.30
Woollen goods.....	68.6	68.3	67.7	70.66	69.95	65.99
Synthetic textiles and silk.....	119.7	121.0	112.2	84.19	84.17	81.21
Clothing (textile and fur).....	105.1	105.3	102.3	59.09	59.36	57.69
Men's clothing.....	110.6	110.6	106.4	57.77	57.45	56.27
Women's clothing.....	118.4	117.5	116.2	59.94	61.60	59.35
Knit goods.....	82.5	83.3	78.6	59.81	59.38	58.00
Fur Goods.....	60.6	60.1	60.8	88.50	88.01	83.50
Wood products.....	124.0	125.3	119.1	82.86	81.51	78.98
Saw and planing mills.....	124.8	127.5	122.2	85.03	83.59	80.92
Furniture.....	140.7	139.1	129.8	80.70	79.42	77.11
Other wood products.....	86.8	87.0	82.0	73.55	72.23	69.98
Paper products.....	142.3	144.8	135.6	111.82	109.39	105.66
Pulp and paper mills.....	140.0	143.5	135.4	120.46	117.23	113.40
Other paper products.....	147.8	148.0	136.2	92.49	91.42	87.20
Printing, publishing and allied industries.....	133.0	131.9	126.1	103.37	101.95	99.04
Iron and steel products.....	136.1	136.1	125.1	107.01	106.33	103.26
Agricultural implements.....	79.7	81.7	71.3	111.39	107.40	108.27
Boilers and plate work.....	121.4	122.3	116.0	106.58	105.20	102.99
Fabricated and structural steel.....	195.7	191.2	171.9	108.85	109.29	104.54
Hardware and tools.....	135.6	135.0	127.6	94.57	92.59	90.31
Heating and cooking appliances.....	121.0	120.9	115.6	93.73	91.84	89.00
Iron castings.....	120.3	117.3	109.5	106.46	104.06	99.64
Machinery, industrial.....	170.3	170.8	150.8	105.14	103.45	99.55
Primary iron and steel.....	156.4	159.2	147.6	119.23	120.46	116.86

\*(1949=100). (The latest figures are subject to revision).  
given in employment and payrolls.

SOURCE: Employment and payrolls, DBS.

NOTE: Information for other industries is

Industries	Employment index numbers*			Average weekly wages and salaries		
	Sept. 1965	Aug. 1965	Sept. 1964	Sept. 1965	Aug. 1965	Sept. 1964
				\$	\$	\$
Sheet metal products.....	136.5	137.9	126.2	103.49	104.16	99.90
Wire and wire products.....	144.5	138.8	130.5	102.58	103.58	102.41
Transportation equipment.....	139.6	123.8	131.3	111.83	108.92	110.29
Aircraft and parts.....	244.0	207.9	254.6	110.11	112.45	108.73
Motor vehicles.....	162.1	121.9	153.0	130.00	122.81	130.90
Motor vehicle parts and accessories.....	187.3	175.4	158.8	108.20	106.17	107.01
Railroad and rolling stock equipment.....	64.1	63.6	60.9	98.52	98.96	93.52
Shipbuilding and repairing.....	148.2	147.6	139.6	101.54	102.82	97.80
Non-ferrous metal products.....	143.0	140.7	135.1	106.32	104.93	101.23
Aluminum products.....	147.7	145.6	148.3	102.86	102.41	96.81
Brass and copper products.....	129.6	112.5	115.6	101.85	99.99	99.87
Smelting and refining.....	151.9	155.6	146.0	116.69	114.51	110.24
Electrical apparatus and supplies.....	176.8	175.3	165.4	100.56	98.40	96.47
Heavy electrical machinery.....	128.9	128.1	121.2	108.27	105.40	104.11
Telecommunication equipment.....	308.4	307.8	291.5	95.91	93.25	91.45
Non-metallic mineral products.....	177.0	180.4	166.1	102.38	101.38	98.27
Clay products.....	103.2	100.1	95.8	90.72	88.50	86.19
Glass and glass products.....	191.0	198.4	180.4	93.65	94.76	93.03
Products of petroleum and coal.....	135.3	148.7	143.7	139.59	134.62	131.76
Petroleum refining and products.....	137.7	151.4	146.4	140.70	135.73	132.91
Chemical products.....	149.5	151.1	140.6	109.53	108.96	105.92
Medicinal and pharmaceutical preparations.....	138.9	136.4	130.3	98.71	100.06	94.37
Acids, alkalis and salts.....	169.6	173.5	159.6	123.02	122.88	119.62
Miscellaneous manufacturing industries.....	175.1	173.6	170.4	81.18	80.07	79.08
CONSTRUCTION.....	161.5	164.5	146.7	107.10	105.46	99.07
Building and general engineering.....	166.5	167.4	145.4	114.68	112.85	106.35
Highways, bridges and streets.....	153.4	159.7	148.7	93.49	92.65	87.31
SERVICE.....	213.5	219.9	193.5	65.55	64.74	61.39
Hotels and restaurants.....	182.8	187.8	168.2	48.52	48.41	46.77
Laundries and dry cleaning plants.....	174.6	174.6	161.1	57.33	56.54	54.57
INDUSTRIAL COMPOSITE.....	143.8	144.0	136.2	92.29	91.29	88.00

**TABLE C-4—Hours and Earnings in Manufacturing, by Province**

	Average Hours Worked			Average Hourly Earnings*		
	September 1965	August 1965	September 1964	September 1965	August 1965	September 1964
				\$	\$	\$
Newfoundland.....	40.6	43.5	39.9	1.75	1.76	1.77
Nova Scotia.....	40.7	40.5	41.4	1.79	1.80	1.74
New Brunswick.....	41.2	40.5	40.8	1.79	1.72	1.69
Quebec.....	42.2	42.3	42.6	1.90	1.88	1.82
Ontario.....	41.5	41.1	42.0	2.24	2.20	2.14
Manitoba.....	40.6	40.6	40.6	1.93	1.92	1.84
Saskatchewan.....	40.0	40.0	39.5	2.11	2.11	2.10
Alberta (includes Northwest Territories).....	40.3	40.3	39.6	2.18	2.15	2.08
British Columbia (includes Yukon Territory).....	37.9	37.0	37.7	2.65	2.62	2.49

\*Includes shift differential, premium pay for overtime, pay for paid holidays, pay for paid sick leave if paid through payroll but not if paid under insurance plan, incentive bonus but not annual bonus.

(Hourly Rated Wage-Earners). SOURCE: Man-Hours and Hourly Earnings, DBS. NOTE: Information on hours and earnings by cities is obtainable from Man-Hours and Hourly Earnings, DBS. (The latest figures are subject to revision).



TABLE C-5—Hours and Earnings, by Industry

Industry	Average weekly hours			Average hourly earnings			Average weekly wages		
	Sept.	Aug.	Sept.	Sept.	Aug.	Sept.	Sept.	Aug.	Sept.
	1965	1965	1964	1965	1965	1964	1965	1965	1964
				\$	\$	\$	\$	\$	\$
MINING.....	42.0	42.2	42.7	2.45	2.42	2.31	102.63	102.17	98.64
Metal mining.....	42.6	42.1	42.3	2.54	2.52	2.40	108.12	105.90	101.55
Gold.....	42.9	42.3	42.8	2.04	2.01	1.88	87.64	84.85	80.55
Other metal.....	42.5	42.1	42.2	2.66	2.65	2.56	113.22	111.31	108.09
Copper-gold-silver.....	40.5	39.8	39.2	2.47	2.42	2.33	100.02	96.16	91.14
Iron.....	46.3	45.7	46.4	2.86	2.87	2.83	132.31	131.23	131.39
Uranium.....	39.7	39.8	41.8	3.07	3.01	3.14	121.73	119.85	131.29
Fuels.....	37.3	41.5	42.3	2.31	2.30	2.18	86.16	95.56	92.25
Coal.....	35.5	41.9	43.8	1.97	1.97	1.92	70.09	82.66	84.05
Oil and natural gas.....	39.8	41.0	39.6	2.72	2.74	2.70	108.03	112.55	106.93
Non-metal.....	44.3	43.2	44.2	2.21	2.18	2.11	97.89	94.25	93.36
Asbestos.....	42.3	40.7	42.5	2.48	2.44	2.41	104.80	99.26	102.31
MANUFACTURING.....	41.3	41.1	41.7	2.13	2.09	2.03	87.93	86.01	84.77
Durable goods.....	41.9	41.6	42.3	2.31	2.27	2.23	96.83	94.46	94.16
Non-durable goods.....	40.8	40.7	41.1	1.93	1.91	1.84	78.95	77.74	75.75
Food and beverages.....	40.9	40.5	40.8	1.78	1.76	1.69	72.98	71.12	68.92
Meat products.....	41.2	40.5	41.3	2.10	2.08	2.03	86.42	84.33	83.59
Canned and cured fish.....	37.1	36.2	35.2	1.29	1.31	1.20	47.97	47.50	42.24
Canned and preserved fruits and vegetables.....	42.0	40.6	41.9	1.43	1.39	1.28	60.16	56.41	53.67
Grain mill products.....	42.5	42.9	43.5	2.04	2.03	1.96	86.51	87.18	85.36
Bread and other bakery products.....	41.1	41.0	41.1	1.80	1.81	1.74	73.79	73.97	71.38
Biscuits and crackers.....	39.8	39.6	40.0	1.67	1.64	1.59	66.61	65.16	63.77
Distilled liquors.....	42.0	41.9	40.3	2.49	2.45	2.35	104.32	102.87	94.87
Malt liquors.....	39.8	40.1	39.7	2.67	2.62	2.56	106.19	105.24	101.70
Confectionery.....	41.0	40.3	40.8	1.54	1.54	1.44	63.09	61.95	58.82
Tobacco and tobacco products.....	36.4	37.2	38.6	2.38	2.36	2.31	86.52	87.66	89.30
Rubber products.....	42.8	42.0	43.7	2.22	2.19	2.12	94.82	91.85	92.58
Rubber footwear.....	41.7	41.9	43.4	1.65	1.63	1.57	68.76	68.39	68.26
Other rubber products.....	43.2	42.1	43.9	2.42	2.40	2.33	104.82	100.82	102.29
Leather products.....	39.6	40.1	40.6	1.48	1.46	1.41	58.49	58.74	57.30
Boots and shoes (except rubber).....	39.6	40.2	40.4	1.44	1.43	1.37	57.06	57.58	55.46
Other leather products.....	39.7	40.0	41.1	1.54	1.53	1.48	61.28	61.03	60.98
Textile products (except clothing).....	42.3	42.4	42.9	1.65	1.64	1.57	69.70	69.39	67.46
Cotton yarn and broad woven goods.....	41.3	41.7	42.3	1.68	1.67	1.62	69.45	69.52	68.65
Woollen goods.....	43.4	43.2	42.3	1.50	1.49	1.43	64.96	64.40	60.39
Synthetic textiles and silk.....	42.5	42.6	43.7	1.78	1.77	1.68	75.60	75.65	73.20
Filament yarn and staple fibres.....	40.8	41.1	42.6	2.14	2.13	2.01	87.27	87.68	85.76
Spun yarn and fabrics.....	43.9	44.0	44.6	1.49	1.48	1.40	65.51	65.11	62.67
Clothing (textile and fur).....	38.4	38.9	39.4	1.40	1.39	1.34	53.75	54.22	52.86
Men's clothing.....	38.2	38.6	39.4	1.39	1.37	1.33	53.16	52.91	52.32
Women's clothing.....	36.4	37.6	38.0	1.50	1.51	1.44	54.78	56.89	54.82
Knit goods.....	41.9	41.9	42.1	1.30	1.29	1.25	54.45	54.11	52.66
*Wood products.....	41.6	41.4	41.7	1.89	1.87	1.81	78.75	77.39	75.66
Saw and planing mills.....	40.4	40.5	40.6	2.01	1.98	1.94	81.39	80.03	78.67
Plywood and veneer mills.....	39.2	40.1	39.5	2.03	2.04	1.94	79.72	81.82	76.64
Sash, door and planing mills.....	43.2	43.2	42.7	1.68	1.65	1.58	72.35	71.42	67.29
Sawmills.....	39.9	39.7	40.1	2.13	2.08	2.09	84.99	82.38	84.05
Furniture.....	44.1	43.6	43.9	1.72	1.71	1.64	75.89	74.32	71.96
Other wood products.....	42.7	42.3	43.4	1.59	1.57	1.51	67.90	66.40	65.47
Paper products.....	42.4	42.1	42.0	2.50	2.47	2.38	106.21	103.77	99.99
Pulp and paper mills.....	42.3	41.9	41.9	2.71	2.66	2.56	114.72	111.51	107.41
Other paper products.....	42.7	42.4	42.3	2.00	1.99	1.90	85.37	84.24	80.39
Paper boxes and bags.....	43.0	42.8	42.5	2.01	2.00	1.89	86.45	85.71	80.32
Printing, publishing and allied industries.....	39.7	39.4	39.6	2.61	2.58	2.50	103.61	101.75	99.08

**TABLE C-5—Hours and Earnings, by Industry**

Industry	Average weekly hours			Average hourly earnings			Average weekly wages		
	Sept.	Aug.	Sept.	Sept.	Aug.	Sept.	Sept.	Aug.	Sept.
	1965	1965	1964	1965	1965	1964	1965	1965	1964
				\$	\$	\$	\$	\$	\$
*Iron and steel products.....	41.9	41.8	42.3	2.45	2.44	2.34	102.58	101.88	98.93
Agricultural implements.....	40.5	40.2	40.8	2.57	2.46	2.43	104.19	98.94	99.37
Boilers and plate work.....	43.6	42.8	43.4	2.33	2.33	2.26	101.63	99.79	98.01
Fabricated and structural steel.....	42.8	43.1	43.0	2.36	2.38	2.26	101.18	102.63	97.03
Hardware and tools.....	42.8	42.1	43.4	2.06	2.04	1.95	88.35	86.07	84.37
Heating and cooking appliances.....	42.2	41.5	41.8	2.09	2.08	2.00	88.10	86.13	83.34
Iron castings.....	43.3	42.6	42.7	2.40	2.38	2.27	104.17	101.35	97.00
Machinery, industrial.....	42.9	42.9	43.0	2.37	2.32	2.21	101.44	99.40	94.91
Primary iron and steel.....	39.8	40.5	41.3	2.88	2.88	2.74	114.86	116.61	113.13
Sheet metal products.....	42.4	42.0	42.2	2.32	2.35	2.23	98.30	98.62	94.02
Wire and wire products.....	42.0	42.5	43.3	2.32	2.33	2.28	97.27	98.87	98.57
*Transportation equipment.....	41.5	40.8	42.8	2.55	2.50	2.46	106.03	102.08	105.31
Aircraft and parts.....	39.2	41.7	41.6	2.48	2.40	2.36	97.25	100.07	98.21
Motor vehicles.....	43.9	39.6	45.9	2.82	2.79	2.76	123.69	110.62	126.61
Motor vehicle parts and accessories.....	41.7	41.4	42.8	2.48	2.45	2.41	103.67	101.53	103.15
Railroad and rolling stock equipment.....	39.9	40.7	40.4	2.42	2.43	2.27	96.63	98.83	91.92
Shipbuilding and repairing.....	40.6	41.0	40.9	2.45	2.47	2.34	99.50	101.18	95.64
*Non ferrous metal products.....	41.7	41.3	41.2	2.39	2.36	2.30	99.56	97.54	94.62
Aluminum products.....	42.5	42.5	42.1	2.13	2.11	2.04	90.27	89.87	85.88
Brass and copper products.....	42.2	42.4	43.1	2.29	2.19	2.22	96.65	92.81	95.55
Smelting and refining.....	41.4	40.7	40.2	2.67	2.66	2.57	110.46	108.04	103.25
Other non-ferrous metal products.....	41.9	41.6	42.0	1.83	1.80	1.72	76.62	74.80	72.26
*Electrical apparatus and supplies.....	41.7	40.9	41.7	2.12	2.09	2.05	88.23	85.67	85.49
Heavy electrical machinery and equipment..	42.2	41.2	41.9	2.35	2.33	2.29	99.14	95.94	96.07
Telecommunication equipment.....	40.2	39.6	40.0	1.89	1.86	1.83	75.92	73.67	73.04
Batteries.....	42.5	41.6	42.7	2.03	2.02	2.01	86.09	84.01	85.68
Refrigerators, vacuum cleaners and appli- ances.....	40.7	38.5	41.8	2.22	2.17	2.13	90.44	83.63	89.26
Wire and cable.....	44.2	44.2	43.7	2.38	2.37	2.30	105.15	104.75	100.59
Miscellaneous electrical products.....	42.1	41.8	42.2	2.00	1.99	1.94	84.39	83.34	81.77
*Non-metallic mineral products.....	44.2	44.2	44.6	2.21	2.19	2.10	97.55	96.84	93.47
Clay products.....	42.6	42.4	42.8	1.97	1.96	1.88	83.86	82.93	80.42
Glass and glass products.....	40.9	41.4	41.7	2.17	2.17	2.13	88.74	89.65	88.61
Products of petroleum and coal.....	42.9	41.5	41.9	2.96	2.92	2.85	126.87	121.32	119.46
Petroleum refining and products.....	42.9	41.6	42.0	3.00	2.95	2.88	128.54	122.94	121.05
Chemical products.....	41.4	41.0	41.3	2.33	2.31	2.26	96.39	94.86	93.42
Medicinal and pharmaceutical preparations	40.2	39.5	39.8	1.82	1.81	1.76	73.39	71.62	70.14
Acids, alkalis and salts.....	41.3	41.4	41.5	2.71	2.69	2.63	111.92	111.34	109.22
Fertilizers.....	41.6	40.7	41.0	2.43	2.43	2.30	101.09	98.93	94.46
Paints and varnishes.....	41.6	41.6	40.7	2.14	2.10	2.06	88.95	87.54	84.12
Miscellaneous manufacturing industries.....	41.6	41.3	42.0	1.69	1.67	1.65	70.11	68.95	69.15
Professional and scientific equipment.....	40.4	40.7	40.9	1.97	1.95	1.95	79.55	79.27	79.70
CONSTRUCTION.....	42.8	43.0	43.1	2.47	2.42	2.26	105.77	104.21	97.55
Building and general engineering.....	41.9	41.9	42.2	2.70	2.66	2.48	113.12	111.28	104.61
Building.....	41.2	40.9	41.2	2.68	2.63	2.49	110.48	107.81	102.65
General engineering.....	44.9	46.5	48.1	2.80	2.75	2.41	125.88	127.99	115.85
Highways, bridges and streets.....	45.0	45.4	44.8	2.00	1.97	1.88	90.01	89.48	84.26
ELECTRIC AND MOTOR TRANSPORTATION	44.6	44.2	45.4	2.19	2.20	2.09	97.79	97.14	94.99
SERVICE.....	36.6	37.0	37.3	1.29	1.27	1.22	47.07	46.95	45.35
Hotels and restaurants.....	36.0	36.8	36.8	1.23	1.21	1.18	44.39	44.58	43.21
Laundries and dry cleaning plants.....	39.7	39.1	40.1	1.25	1.23	1.17	49.43	48.26	47.05

\*Durable manufactured goods industries. (Hourly-Rated Wage-Earners). figures are subject to revision).

SOURCE: Man-Hours and Hourly Earnings, DBS. (The latest



**TABLE C-6—Earnings and Hours of Hourly-Rated Wage-Earners in Manufacturing**

Period	Hours Worked Per Week	Average Hourly Earnings	Average Weekly Wages	Index Number of Average Weekly Wages (1949=100)	
				Current Dollars	1949 Dollars
		\$	\$		
Monthly Average 1960.....	40.4	1.78	71.96	172.4	134.5
Monthly Average 1961.....	40.6	1.83	74.27	177.9	137.7
Monthly Average 1962.....	40.7	1.88	76.55	183.4	140.1
Monthly Average 1963.....	40.8	1.95	79.40	190.2	142.8
Monthly Average 1964.....	41.0	2.02	82.90	198.6	146.5
Last Pay Period in:					
1964—September.....	41.7	2.03	84.77	203.1	149.8
October.....	41.6	2.03	84.35	202.1	148.7
November.....	41.2	2.04	84.04	201.3	147.2
December.....	38.8	2.08	80.65	193.2	141.1
1965—January.....	41.0	2.08	85.34	204.5	149.0
February.....	40.6	2.08	84.48	202.4	147.4
March.....	41.3	2.11	87.07	208.6	151.5
April.....	41.1	2.11	86.96	208.3	151.0
May.....	41.1	2.11	86.63	207.4	149.2
June.....	41.2	2.11	86.89	208.2	149.2
July.....	40.8	2.09	85.36	204.8	146.9
August*.....	41.1	2.09	86.01	206.1	148.2
September†.....	41.3	2.13	87.93	210.7	151.3

NOTE: The index of average weekly wages in 1949 dollars is computed by dividing the index of average weekly wages in current dollars by the Consumer Price Index. For a more complete statement of uses and limitations of the adjusted figures see Man-Hours and Hourly Earnings.

\*Revised. †Preliminary. SOURCE: Man-Hours and Hourly Earnings, DBS.

# D-National Employment Service Statistics

Statistics presented in the following tables relate to registrations for employment and vacancies notified by employers at NES offices. These data are derived from reports

prepared in National Employment Service offices and processed in the Unemployment Insurance Section DBS. See also Technical Note, page 67.

**TABLE D-1—Unfilled Vacancies and Registrations on Hand**

Period	Unfilled Vacancies*			Registrations on Hand		
	Male	Female	Total	Male	Female	Total
End of:						
December 1960.....	9,859	7,996	17,855	570,789	163,893	734,682
December 1961.....	11,402	10,866	22,268	478,470	136,566	615,036
December 1962.....	14,281	13,638	27,919	473,575	137,429	611,004
December 1963.....	18,913	15,351	34,264	432,390	131,532	563,922
December 1964.....	25,171	14,758	39,929	378,125	130,721	508,846
January 1965.....	22,509	15,141	37,650	447,847	152,195	600,042
February 1965.....	23,167	16,364	39,531	453,555	153,426	606,981
March 1965.....	27,436	19,898	47,334	447,673	149,274	596,947
April 1965.....	35,094	24,548	59,642	397,193	142,760	539,953
May 1965.....	38,765	26,560	65,325	277,216	124,123	401,339
June 1965.....	36,285	24,739	61,024	238,646	144,684	383,330
July 1965.....	36,995	23,608	60,603	207,721	132,254	339,975
August 1965.....	40,318	30,236	70,554	173,158	111,601	284,759
September 1965.....	43,058	28,809	71,867	144,812	100,407	245,219
October 1965.....	38,929	23,901	62,830	155,644	104,993	260,637
November 1965 <sup>(1)</sup> .....	48,183	27,246	75,429	218,819	118,073	336,892
December 1965 <sup>(1)</sup> .....	30,037	20,866	50,903	316,440	125,750	442,190

<sup>(1)</sup>Latest figures subject to revision. \*Current Vacancies only. Deferred Vacancies are excluded.

**TABLE D-2—Registrations Received, Vacancies Notified and Placements Effected in 1961-1964 and in November 1964-November 1965**

Year and Month	Registrations Received		Vacancies Notified		Placements Effected	
	Male	Female	Male	Female	Male	Female
1961—Year.....	3,125,195	1,106,790	836,534	469,119	748,790	371,072
1962—Year.....	3,177,423	1,171,111	1,010,365	544,795	897,285	438,471
1963—Year.....	2,912,511	1,130,539	938,052	507,910	790,381	387,728
1964—Year.....	2,894,099	1,170,889	1,030,199	530,575	845,696	395,380
1964—November.....	277,052	104,803	109,323	45,645	82,945	30,749
1964—December.....	341,413	103,065	77,455	41,458	76,480	40,686
1965—January.....	272,107	100,622	65,179	34,426	53,989	23,938
February.....	207,415	79,029	62,727	32,744	49,152	22,308
March.....	236,435	87,317	81,598	41,971	62,519	27,678
April.....	212,743	84,512	89,202	42,378	67,731	26,976
May.....	191,819	86,629	103,280	47,189	81,804	32,057
June.....	227,386	112,387	96,397	48,555	79,344	34,544
July.....	213,029	105,862	91,126	48,495	73,347	38,034
August.....	203,613	98,611	102,786	60,863	78,643	42,910
September.....	204,572	102,142	116,261	55,870	90,690	41,419
October.....	192,182 <sup>(1)</sup>	92,918 <sup>(1)</sup>	92,067	39,869	73,120	29,113
November <sup>(2)</sup> .....	276,143	113,148	116,125	47,977	84,302	31,113

<sup>(1)</sup>Revised. <sup>(2)</sup>Preliminary.



**TABLE D-3—Placements Effected, by Industry and by Sex, in November 1965<sup>(1)</sup>**

Industry Group	Male	Female	Total	Change from November 1964	
<i>Agriculture, Fishing, Trapping</i> .....	2,399	483	2,882	+	194
<i>Forestry</i> .....	1,475	24	1,499	—	426
<i>Mining, Quarrying and Oil Wells</i> .....	1,150	65	1,215	+	275
Metal Mining.....	657	12	669	+	51
Fuels.....	234	36	270	+	102
Non-Metal Mining.....	13	3	16	—	34
Quarrying, Clay and Sand Pits.....	163	3	166	+	102
Prospecting.....	83	11	94	+	54
<i>Manufacturing</i> .....	16,828	8,387	25,215	+	2,560
Foods and Beverages.....	1,922	2,114	4,036	+	1,358
Tobacco and Tobacco Products.....	76	14	90	+	12
Rubber Products.....	270	125	395	+	109
Leather Products.....	333	326	659	+	164
Textile Products (except clothing).....	733	458	1,191	+	144
Clothing (textile and fur).....	561	1,611	2,172	+	56
Wood Products.....	2,110	228	2,338	+	265
Paper Products.....	1,159	287	1,446	+	288
Printing, Publishing and Allied Industries.....	858	668	1,526	+	154
Iron and Steel Products.....	3,202	454	3,656	+	464
Transportation Equipment.....	2,363	330	2,693	—	1,092
Non-Ferrous Metal Products.....	530	175	705	+	82
Electrical Apparatus and Supplies.....	728	560	1,288	+	259
Non-Metallic Mineral Products.....	658	138	796	—	12
Products of Petroleum and Coal.....	35	12	47	—	22
Chemical Products.....	518	292	810	+	46
Miscellaneous Manufacturing Industries.....	772	595	1,367	+	285
<i>Construction</i> .....	14,135	201	14,336	+	1,948
General Contractors.....	9,921	111	10,032	+	1,499
Special Trade Contractors.....	4,214	90	4,304	+	449
<i>Transportation, Storage and Communication</i> .....	5,846	365	6,211	—	824
Transportation.....	4,907	167	5,074	—	1,134
Storage.....	772	72	844	+	237
Communication.....	167	126	293	+	73
<i>Public Utility Operation</i> .....	259	35	294		0
<i>Trade</i> .....	10,973	6,158	17,131	+	989
Wholesale.....	4,621	1,221	5,842	+	643
Retail.....	6,352	4,937	11,289	+	346
<i>Finance, Insurance and Real Estate</i> .....	555	952	1,507	+	86
<i>Service</i> .....	30,700	14,443	45,143	—	3,063
Community or Public Service.....	1,030	1,465	2,495	+	433
Government Service.....	23,527	3,152	26,679	—	3,806
Recreation Service.....	420	158	578	+	94
Business Service.....	1,468	634	2,102	+	349
Personal Service.....	4,255	9,034	13,289	—	133
<i>Grand Total</i> .....	84,320	31,113	115,433	+	1,739

<sup>(1)</sup>Preliminary.

**TABLE D-4—Registrations on Hand, by Occupation and by Sex, at November 30, 1965<sup>(1)</sup>**

Occupational Group	Registrations on Hand		
	Male	Female	Total
Professional & Managerial Workers.....	6,559	2,214	8,773
Clerical Workers.....	15,388	44,449	59,837
Sales Workers.....	5,777	12,499	18,276
Personal & Domestic Service Workers.....	30,757	23,219	53,976
Seamen.....	875	13	888
Agriculture, Fishing, Forestry (Ex. log.).....	5,545	242	5,787
Skilled and Semi-Skilled Workers.....	78,798	14,652	93,450
Food and kindred products (incl. tobacco).....	851	332	1,183
Textiles, clothing, etc.....	1,788	9,278	11,066
Lumber and lumber products.....	6,643	88	6,731
Pulp, paper (incl. printing).....	813	379	1,192
Leather and leather products.....	572	776	1,348
Stone, clay & glass products.....	177	35	212
Metalworking.....	6,847	663	7,510
Electrical.....	1,077	774	1,851
Transportation equipment.....	412	31	443
Mining.....	664	—	664
Construction.....	22,885	—	22,885
Transportation (except seamen).....	13,884	96	13,980
Communications & public utility.....	410	3	413
Trade and service.....	3,306	1,315	4,621
Other skilled and semi-skilled.....	12,627	673	13,300
Foremen.....	1,851	194	2,045
Apprentices.....	3,991	15	4,006
Unskilled Workers.....	75,120	20,785	95,905
Food and tobacco.....	2,695	5,238	7,933
Lumber & lumber products.....	7,548	401	7,949
Metalworking.....	3,174	487	3,661
Construction.....	38,190	1	38,191
Other unskilled workers.....	23,513	14,658	38,171
<b>GRAND TOTAL.....</b>	<b>218,819</b>	<b>118,073</b>	<b>336,892</b>

<sup>(1)</sup>Preliminary.**TABLE D-5—Registrations on Hand, by Local Office Areas, at November 30, 1965**

Registrations on Hand			Registrations on Hand			Registrations on Hand		
Office	1	Previous Year	Office	1	Previous Year	Office	1	Previous Year
	Nov. 30, 1965	Nov. 30, 1964		Nov. 30, 1965	Nov. 30, 1964		Nov. 30, 1965	Nov. 30, 1964
<b>NEWFOUNDLAND.....</b>	<b>9,064</b>	<b>11,009</b>	Liverpool.....	305	247	Saint John.....	2,112	2,613
Corner Brook.....	1,882	2,212	New Glasgow.....	1,358	1,495	St. Stephen.....	1,058	962
Grand Falls.....	885	1,046	Springhill.....	471	567	Sussex.....	276	319
St. John's.....	6,297	7,751	Sydney.....	2,231	2,964	Woodstock.....	464	500
<b>PRINCE EDWARD ISLAND.....</b>	<b>1,970</b>	<b>2,027</b>	Sydney Mines.....	544	681	<b>QUEBEC.....</b>	<b>113,261</b>	<b>122,564</b>
Charlottetown.....	1,269	1,464	Truro.....	1,027	1,051	Alma.....	975	974
Summerside.....	701	563	Yarmouth.....	1,042	1,241	Asbestos.....	490	464
<b>NOVA SCOTIA.....</b>	<b>13,679</b>	<b>15,292</b>	<b>NEW BRUNSWICK.....</b>	<b>13,944</b>	<b>15,064</b>	Baie Comeau.....	878	1,035
Amherst.....	557	686	Bathurst.....	2,291	2,583	Beauharnois.....	592	710
Bridgewater.....	753	631	Campbellton.....	1,095	1,014	Buckingham.....	617	629
Halifax.....	4,189	4,292	Edmundston.....	809	960	Causapscal.....	1,211	1,275
Inverness.....	210	268	Fredericton.....	894	1,095	Chandler.....	1,131	1,118
Kentville.....	992	1,169	Minto.....	203	187	Chicoutimi.....	1,625	1,880
			Moncton <sup>2</sup> .....	3,309	3,626	Cowansville.....	328	305
			Newcastle.....	1,433	1,205	Dolbeau.....	941	764



**TABLE D-5—Registrations on Hand, by Local Office Areas, at November 30, 1965**

Registrations on Hand			Registrations on Hand			Registrations on Hand		
Office	1	Previous Year	Office	1	Previous Year	Office	1	Previous Year
	Nov. 30, 1965	Nov. 30, 1964		Nov. 30, 1965	Nov. 30, 1964		Nov. 30, 1965	Nov. 30, 1964
<b>QUEBEC—Concluded</b>			Fort Erie.....	534	520	MANITOBA.....	13,464	16,000
Drummondville.....	1,884	1,748	Fort Frances.....	428	484	Brandon.....	1,052	1,237
Farnham.....	287	352	Fort William.....	957	1,322	Dauphin.....	674	667
Forestville.....	601	449	Galt.....	785	930	Flin Flon.....	180	195
Gaspé.....	894	886	Gananoque.....	240	227	Portage la Prairie.....	546	705
Granby.....	1,339	1,489	Goderich.....	259	296	The Pas.....	280	333
Hull.....	3,286	2,740	Guelph.....	1,065	982	Winnipeg.....	10,732	12,863
Joliette.....	2,440	2,649	Hamilton.....	7,664	8,570			
Jonquière.....	1,546	2,186	Hawkesbury.....	610	539	<b>SASKATCHEWAN.....</b>	10,073	10,646
Lachute.....	481	625	Kapuskasing.....	551	501	Estevan.....	137	278
Lac-Mégantic.....	885	1,077	Kenora.....	804	831	Lloydminster.....	170	194
La Malbaie.....	963	1,165	Kingston.....	1,317	1,819	Moose Jaw.....	795	850
La Tuque.....	512	507	Kirkland Lake.....	612	547	North Battleford.....	676	854
Lévis.....	2,303	2,789	Kitchener.....	1,276	1,602	Prince Albert.....	1,390	1,550
Louiseville.....	624	757	Leamington.....	314	495	Regina.....	2,689	2,640
Magog.....	642	470	Lindsay.....	362	535	Saskatoon.....	2,532	2,646
Maniwaki.....	588	645	Listowel.....	88	154	Swift Current.....	520	481
Matane.....	1,088	980	London.....	3,847	3,373	Weyburn.....	198	266
Mont-Laurier.....	616	729	Long Branch.....	2,089	3,065	Yorkton.....	966	887
Montmagny.....	1,056	1,192	Midland.....	493	665			
Montréal.....	35,934	41,597	Napanee.....	394	402	<b>ALBERTA.....</b>	17,314	21,194
New Richmond.....	967	779	New Liskeard.....	272	281	Blairmore.....	205	238
Port Alfred.....	417	373	Newmarket.....	662	821	Calgary.....	6,229	7,717
Québec.....	9,797	10,321	Niagara Falls.....	1,854	1,508	Drumheller.....	280	290
Rimouski.....	1,733	1,765	North Bay.....	992	1,168	Edmonton.....	6,688	8,845
Rivière-du-Loup.....	3,806	2,861	Oakville.....	661	1,236	Edson.....	193	234
Roberval.....	796	954	Orillia.....	669	747	Grande Prairie.....	612	626
Rouyn.....	1,358	1,596	Oshawa.....	3,935	5,089	Lethbridge.....	1,523	1,410
Ste. Agathe des Monts..	569	594	Ottawa.....	4,847	5,440	Medicine Hat.....	767	860
Ste. Anne de Bellevue...	741	810	Owen Sound.....	808	873	Red Deer.....	817	974
Ste. Thérèse.....	1,453	1,592	Parry Sound.....	174	280			
St. Hyacinthe.....	1,246	1,414	Pembroke.....	905	1,154	<b>BRITISH COLUMBIA...</b>	43,344	44,133
St. Jean.....	1,582	1,721	Perth.....	330	400	Chilliwack.....	1,008	1,116
St. Jérôme.....	1,491	1,330	Peterborough.....	1,768	1,995	Courtenay.....	634	717
Sept-Îles.....	1,389	1,356	Pictou.....	232	343	Cranbrook.....	574	620
Shawinigan.....	2,770	2,817	Port Arthur.....	1,267	1,605	Dawson Creek.....	799	1,007
Sherbrooke.....	3,792	3,690	Port Colborne.....	455	387	Duncan.....	375	436
Sorel.....	1,388	1,542	Prescott.....	376	462	Kamloops.....	1,371	1,521
Thetford Mines.....	1,046	1,265	Renfrew.....	265	345	Kelowna.....	744	818
Trois-Rivières.....	3,036	3,673	St. Catharines.....	2,387	1,970	Mission City.....	728	887
Val d'Or.....	1,187	1,202	St. Thomas.....	523	555	Nanaimo.....	740	724
Valleyfield.....	908	1,408	Sarnia.....	1,454	1,481	Nelson.....	473	603
Victoriaville.....	1,457	1,878	Sault Ste. Marie.....	1,572	1,705	New Westminster.....	6,169	6,038
Ville St. Georges.....	3,575	3,437	Simcoe.....	358	618	Penticton.....	1,070	1,121
<b>ONTARIO.....</b>	100,779	114,711	Smiths Falls.....	341	331	Port Alberni.....	514	526
Amnrior.....	167	220	Stratford.....	242	496	Prince George.....	1,683	1,940
Barrie.....	1,020	1,076	Sturgeon Falls.....	469	504	Prince Rupert.....	1,107	1,362
Belleville.....	1,099	1,235	Sudbury.....	2,279	2,676	Quesnel.....	476	711
Bracebridge.....	663	796	Tillsonburg.....	196	304	Trail.....	547	603
Brampton.....	946	1,049	Timmins.....	1,048	1,183	Vancouver.....	18,997	18,517
Brantford.....	1,871	1,309	Toronto.....	25,970	30,231	Vernon.....	1,050	1,061
Brockville.....	297	426	Trenton.....	572	564	Victoria.....	3,926	3,409
Carleton Place.....	209	281	Walkerton.....	294	448	Whitehorse.....	359	396
Chatham.....	963	1,143	Wallaceburg.....	262	261			
Cobourg.....	552	630	Welland.....	1,209	1,323	<b>CANADA.....</b>	336,892	372,640
Collingwood.....	575	495	Weston.....	1,790	2,328	Males.....	218,819	254,346
Cornwall.....	1,654	1,906	Windsor.....	4,093	4,389	Females.....	118,073	118,294
Elliot Lake.....	195	349	Woodstock.....	348	436			

<sup>1</sup>Preliminary. <sup>2</sup>Includes registrations reported by the Îles-de-la-Madeleine, Que. local office.

## Technical Note to "D" Tables

Tables D-1 to D-5 present selected statistics emanating from the operations of the local offices of the National Employment Service. They are based on vacancies (job openings reported to NES offices) and registrations (applications for employment).

The NES reporting system is designed for operational purposes and, therefore, the statistics given must be interpreted in the light of the effect which operating practices have on statistical data.

The data are assembled by the NES in two basic forms. The first is by broad industrial groups based on the Standard Industrial Classification Manual of the Dominion Bureau of Statistics, 1948. Statistics tabulated from this source reflect the total work load (vacancies notified, registrations for employment, placements, etc.) during a given reporting period, and Tables D-2 and D-3 are compiled from these data. The second way in which data are collected is by broad occupational groups. These groups are based on the occupational classifications of the *Dictionary of Occupational Titles* (published by the United States Employment Service), and the *Canadian Supplement*. Designed for personnel selection work, this classification system differs from other methods of grouping occupations such as the one used in the census. The NES, at specific points in time, prepares an inventory of unfilled orders for workers and applicants registered for employment, which is compiled by these occupational groupings, and this is the source from which the data in Tables D-1, D-4 and D-5 are derived. It is important to note that both the industrial and occupational groupings are very broad, some 20,000 occupations, for example, being condensed to 103 groups in the NES basic reports and an even greater consolidation being effected in the "D" tables.

In any reading of these statistics it is important to be aware of certain other features. First, vacancies and placements in these series do not make any distinction between regular, part-time or casual employment, the latter being employment for not more than six consecutive working days. Second, while NES coverage of persons looking for work is quite extensive, and a good overall indicator of movements in total labour supply, the coverage in the various occu-

pational groups (Table D-4) is not uniform and data may not, therefore, be representative of labour supply within individual occupational groups. Finally, because there is no legal requirement for employers to notify job vacancies to NES, the coverage of vacancies is smaller than that for applications for employment. Thus, the vacancies notified series does not provide an accurate indication of the extent of labour demand. While it is reliably estimated that upwards of 30 percent of all job vacancies are notified to NES, the actual percentage varies widely between different industries, occupations and geographic areas.

The following comments pertain specifically to tables D-1 to D-5:

### Table D-1:

- (a) Unfilled Vacancies represent an inventory of employers' vacancies unfilled at the close of business on the day indicated. Deferred vacancies, those on which employers are not prepared to accept referrals within 31 days, are excluded from this series. NES local offices act on vacancies as soon as possible after they are received, so that unfilled vacancies only represent a proportion of vacancies notified to the local offices and consist of three main groups:
- (1) Those notified to the office shortly before the inventory is taken, or
  - (2) Those on which applicants have been referred but the employers have not yet confirmed placements, and
  - (3) Those that are difficult to fill because of a local (or wider) occupational shortage or because of particular working conditions.

Unfilled vacancies are, consequently, a biased sample of vacancies notified.

- (b) Registrations on Hand represent an inventory of applications for employment at the close of business on the day indicated, excluding certain categories such as persons who are employed but are seeking other work or those who have registered for employ-

ment in advance of their availability.

### Table D-2:

- (a) Registrations Received consist of both new and renewal applications for employment received during the period. An individual may register more than once in a period and the figures do not, therefore, reflect the total number of persons registering in a reporting period.
- (b) Vacancies Notified are the total job openings notified to local offices during the period indicated.
- (c) Placements Effected show the total job vacancies filled by workers referred by NES during the reporting period. As a proportion of the vacancies are for work with a duration of less than the reporting period, an individual worker may account for more than one placement.

### Table D-3:

This presents a breakdown by broad industrial groups of the placements reported in Table D-2. Year-to-year changes do not necessarily reflect changes in total demand or employment, since such changes can result from seasonal shifts in hirings, variations in labour turnover rates or even a difference in the number of working days in the month from one year to the next. Also placement coverage varies considerably from industry to industry.

### Table D-4:

This table shows a breakdown by sex and broad occupational groups of the inventory of registrations on hand (see item (b) in note to D-1 above). As some 20,000 occupations are compressed into 28 general classifications, caution must be exercised in forming conclusions about any one group.

### Table D-5:

This table presents registrations on hand by local office areas. The figures do not relate exclusively to the municipalities concerned but reflect the total of registrations on hand from the entire areas served by the NES offices located in the cities and towns shown in the table.



## E—Unemployment Insurance

Unemployment insurance statistics are concerned with numbers of persons covered by insurance and claimants for benefit at Unemployment Insurance Commission local offices. The data are compiled in the Unemployment Insurance Section, DBS, from information supplied by the UIC. The

source for Tables E-1 to E-4 is "The Statistical Report on the Operation of the Unemployment Insurance Act." For further information regarding the nature of the data see Technical Note, page 48.

**TABLE E-1—Estimates of the Insured Population under the Unemployment Insurance Act**

End of:	Total	Employed	Claimants
1965—September.....	4,531,000	4,373,700	157,300
August.....	4,696,000	4,523,500	172,500
July.....	4,650,000	4,465,600	184,400
June.....	4,601,000	4,420,300	180,700
May.....	4,514,000	4,284,500	229,500
April.....	4,594,000	4,131,100	462,900
March.....	4,626,000	4,087,000	539,000
February.....	4,605,000	4,045,800	559,200
January.....	4,592,000	4,044,200	547,800
1964—December.....	4,582,000	4,103,800	478,200
November.....	4,491,000	4,216,500	274,500
October.....	4,432,000	4,217,500	214,500
September.....	4,437,000	4,263,400	173,600

**TABLE E-4—Benefit Payments, by Province, October 1965**

Province	Weeks Paid*	Amount of Benefit Paid
		\$
Newfoundland.....	11,172	245,579
Prince Edward Island.....	1,803	37,675
Nova Scotia.....	22,486	516,265
New Brunswick.....	16,044	358,201
Quebec.....	142,252	3,330,058
Ontario.....	144,970	3,493,038
Manitoba.....	14,735	350,781
Saskatchewan.....	8,821	195,899
Alberta.....	17,804	421,453
British Columbia (including Yukon Territory).....	51,195	1,274,087
Total, Canada, October 1965.....	431,282	10,223,036
Total, Canada, September 1965.....	488,365	11,501,411
Total, Canada, October 1964.....	534,485	12,841,420

\*"Weeks paid" represents the total of complete and partial weeks of benefit paid during the month.

**TABLE E-3—Initial and Renewal Claims for Benefit, by Province, October 1965**

Province	Claims filed at Local Offices			Disposal of Claims and Claims Pending at End of Month			
	Total*	Initial	Renewal	Total Disposed of†	Entitled to Benefit	Not Entitled to Benefit	Pending
Newfoundland.....	2,375	1,713	662	2,075	1,263	812	885
Prince Edward Island.....	260	198	62	244	163	81	84
Nova Scotia.....	3,571	2,461	1,110	4,062	2,816	1,246	1,065
New Brunswick.....	3,369	2,236	1,133	2,950	2,006	944	1,315
Quebec.....	30,415	19,398	11,017	28,372	19,223	9,149	11,505
Ontario.....	24,599	17,641	6,958	24,788	15,206	9,582	9,101
Manitoba.....	2,300	1,692	608	2,094	1,321	773	750
Saskatchewan.....	1,381	1,055	326	1,365	804	561	418
Alberta.....	3,148	2,376	772	3,201	1,919	1,282	1,105
British Columbia (incl. Yukon Territory).....	11,708	7,922	3,786	10,723	6,722	4,001	4,161
Total, Canada, October 1965.....	83,126	56,692	26,434	79,874	51,443	28,431	30,389
Total, Canada, September 1965.....	71,837	48,294	23,534	74,034	46,880	27,154	27,137
Total, Canada, October 1964.....	120,886	75,121	45,765	112,226	76,443	35,783	41,583

\*In addition, revised claims received numbered 24,983. †In addition, 24,664 revised claims were disposed of. Of these, 2,271 were special requests not granted and 1,324 appeals by claimants. There were 6,164 revised claims pending at the end of the month.

**TABLE E-2—Claimants Currently Reporting to Local Offices by Number of Weeks on Claim, Province and Sex, at October 29, 1965**

Province and Sex	Total Claimants	Number of weeks on claim (based on 20 per cent sample)				Total Claimants	
		1-4	5-13	14-26	27 or more*	Sept. 30 1965	Oct. 30 1964
CANADA.....	170,408	85,644	39,290	26,967	18,507	157,323	214,544
Male.....	98,384	55,146	21,101	12,525	9,612	90,556	138,803
Female.....	72,024	30,498	18,189	14,442	8,895	66,767	75,741
Newfoundland.....	4,533	2,544	954	645	390	3,536	6,074
Male.....	3,366	2,094	663	379	230	2,394	4,812
Female.....	1,167	450	291	266	160	1,142	1,262
Prince Edward Island.....	627	322	170	77	58	590	637
Male.....	318	176	73	35	34	305	397
Female.....	309	146	97	42	24	285	240
Nova Scotia.....	8,475	3,741	1,878	1,724	1,132	9,619	9,858
Male.....	5,841	2,729	1,216	1,173	723	7,196	7,224
Female.....	2,634	1,012	662	551	409	2,423	2,634
New Brunswick.....	7,449	3,979	1,493	1,046	931	6,178	8,465
Male.....	4,735	2,551	928	633	623	4,105	5,549
Female.....	2,714	1,428	565	413	308	2,073	2,916
Quebec.....	57,705	31,089	13,161	8,273	5,182	48,846	67,335
Male.....	36,963	22,487	7,758	3,898	2,820	30,540	45,463
Female.....	20,742	8,602	5,403	4,375	2,362	18,306	21,872
Ontario.....	54,441	25,207	12,978	9,580	6,676	55,953	77,136
Male.....	27,059	13,780	6,191	3,931	3,157	29,269	48,475
Female.....	27,382	11,427	6,787	5,649	3,519	26,684	28,661
Manitoba.....	5,813	2,559	1,448	923	883	5,491	7,445
Male.....	3,099	1,433	685	467	514	2,764	4,414
Female.....	2,714	1,126	763	456	369	2,727	3,031
Saskatchewan.....	3,489	1,503	915	679	392	3,148	4,280
Male.....	1,450	667	354	261	168	1,202	2,260
Female.....	2,039	836	561	418	224	1,946	2,020
Alberta.....	7,015	3,329	1,680	1,195	811	6,683	9,746
Male.....	3,218	1,612	716	426	464	3,215	5,526
Female.....	3,797	1,717	964	769	347	3,468	4,220
British Columbia.....	20,861	11,371	4,613	2,825	2,052	17,279	23,568
Male.....	12,335	7,617	2,517	1,322	879	9,566	14,683
Female.....	8,526	3,754	2,096	1,503	1,173	7,713	8,885

\*The bulk of the cases in this group were on claim from 27-39 weeks.

NOTE: Values less than 50 subject to relatively large sampling variability.



## F—Prices

**TABLE F-1—Total and Main Components of the Consumer Price Index**

	Total	Food	Housing	Clothing	Transportation	Health and Personal Care	Recreation and Reading	Tobacco and Alcohol
1960—Year.....	129.0	122.2	132.7	110.9	140.3	154.5	144.3	115.8
1961—Year.....	129.2	124.0	133.2	112.5	140.6	155.3	146.1	116.3
1962—Year.....	130.7	126.2	134.8	113.5	140.4	158.3	147.3	117.8
1963—Year.....	133.0	130.3	136.2	116.3	140.4	162.4	149.3	118.1
1964—Year.....	135.4	132.4	138.4	119.2	142.0	167.8*	151.8	120.2
1964—December.....	136.8	133.2	139.6	121.0	142.7	173.2*	153.5	121.6
1965—January.....	136.9	132.5	139.8	119.2	146.3	173.3*	154.0	121.6
February.....	137.2	133.1	140.1	119.5	146.3	173.5*	153.4	121.8
March.....	137.3	133.3	140.2	120.4	145.6	173.5*	153.4	121.9
April.....	137.7	133.4	140.3	121.2	145.9	175.0*	153.5	121.9
May.....	138.0	134.5	140.0	121.0	146.8	175.6	154.6	122.5
June.....	139.0	137.6	140.6	121.1	147.0	175.4	155.0	122.5
July.....	139.5	139.0	141.1	121.1	147.0	175.4	154.6	122.5
August.....	139.4	137.8	141.2	120.7	147.9	175.8	154.6	122.6
September.....	139.1	136.4	141.5	121.4	148.7	176.0	154.0	122.6
October.....	139.3	135.7	141.6	123.2	148.7	177.0	154.2	122.6
November.....	140.2	138.2	142.0	123.7	148.7	177.9	155.0	122.3
December.....	140.8	139.6	142.4	123.8	148.8	177.9	155.4	122.3

NOTE: 1960 figures are 1947–48 weighted figures for 1961 *et seq* are 1957 weighted. \*Revised. Revision based on an adjustment from October 1964 in the prepaid medical care component, resulting from revised weights for group and non-group rates in Quebec and Ontario. (1949 = 100) Calculated by the Dominion Bureau of Statistics.

**TABLE F-2—Consumer Price Indexes for Regional Cities of Canada at the Beginning of November 1965**

	All Items			Food	Housing	Clothing	Transportation	Health and Personal Care	Recreation and Reading	Tobacco and Alcohol
	November 1964	October 1965	November 1965							
St. John's, Nfld. <sup>(1)</sup> .....	121.7	122.9	123.5	120.7	116.8	116.6	121.4	167.1	148.3	116.1
Halifax.....	131.8	134.5	135.3	132.0	135.3	133.4	139.3	171.9	173.0	125.9
Saint John.....	134.8	137.1	137.6	134.5	135.3	130.6	147.1	194.6	157.6	126.6
Montreal.....	135.9	138.5	139.4	143.0	137.0	116.9	167.1	184.0	159.0	126.7
Ottawa.....	136.6	138.5	140.2	140.1	138.1	128.8	161.4	186.6	150.7	126.7
Toronto.....	137.1	140.8	142.1	139.2	142.6	129.5	148.0	177.5	191.5	123.9
Winnipeg.....	133.3	135.3	136.5	136.0	130.3	130.6	139.6	190.7	145.6	138.3
Saskatoon-Regina....	130.2	132.2	132.8	134.3	128.5	133.7	137.6	154.3	153.4	124.4
Edmonton-Calgary..	128.2	130.6	131.5	128.5	128.2	132.2	135.2	178.5	145.5	120.5
Vancouver.....	133.1	135.4	135.7	134.6	135.2	125.7	149.8	158.9	151.9	123.0

N.B. Indexes above measure percentage changes in prices over time in each city and should not be used to compare actual levels of prices as between cities. <sup>(1)</sup>St. John's index on the base June 1951 = 100. (1949 = 100)

## G—Strikes and Lockouts

Statistical information on work stoppages in Canada as compiled by the Economics and Research Branch of the Department of Labour on the basis of reports from the National Employment Service. The first three tables in this section cover strikes and lockouts which amount to ten or more man-days. The number of workers involved in-

cludes all workers reported on strike or locked out, whether or not they all belonged to the union directly involved in the disputes leading to the work stoppages. Workers indirectly affected, such as those laid off as a result of a work stoppage, are not included. For further notes on the series, see page 74.

**TABLE G-1—Strikes and Lockouts, 1960-1965**

Month or Year	Strikes and Lockouts Beginning During Month or Year	Strikes and Lockouts in Existence During Month or Year			
		Strikes and Lockouts	Workers Involved	Duration in Man-Days	
				Man-Days	Per Cent of Estimated Working Time
1960.....	268	274	49,408	738,700	0.19
1961.....	272	287	97,959	1,335,080	0.11
1962.....	290	311	74,332	1,417,900	0.11
1963.....	318	332	83,428	917,410	0.07
*1964.....	313	329	100,214	1,572,220	0.13
*1964—November.....	25	57	15,080	105,590	0.09
December.....	19	48	33,689	460,260	0.38
*1965—January.....	24	47	29,768	220,380	0.21
February.....	24	50	29,596	294,100	0.27
March.....	31	55	14,262	115,260	0.09
April.....	36	66	11,612	121,510	0.11
May.....	28	56	17,018	155,490	0.14
June.....	85	109	43,310	275,530	0.22
July.....	52	99	33,691	326,070	0.26
August.....	37	83	27,196	243,550	0.20
September.....	46	92	21,012	216,080	0.18
October.....	39	87	16,080	161,560	0.15
November.....	29	78	11,387	107,760	0.08

\*Preliminary.

**TABLE G-2—Strikes and Lockouts, November 1965, by Industry**

Industry	Strikes and Lockouts	Workers Involved	Man-Days
Forestry.....	3	1,199	7,330
Mines.....	3	389	7,270
Manufacturing.....	45	7,567	81,370
Construction.....	10	1,236	2,160
Transportation and utilities.....	12	961	9,060
Trade.....	4	30	550
Finance.....	—	—	—
Service.....	1	5	20
Public administration.....	—	—	—
All industries.....	78	11,387	107,760

Preliminary.

**TABLE G-3—Strikes and Lockouts, November 1965, by Jurisdiction**

Jurisdiction	Strikes and Lockouts	Workers Involved	Man-Days
Newfoundland.....	—	—	—
Prince Edward Island.....	—	—	—
Nova Scotia.....	—	—	—
New Brunswick.....	1	388	190
Quebec.....	18	3,292	38,860
Ontario.....	32	5,924	46,720
Manitoba.....	4	162	3,770
Saskatchewan.....	1	228	5,020
Alberta.....	2	245	630
British Columbia.....	14	860	12,370
Federal.....	6	288	200
All jurisdictions.....	78	11,387	107,760

Preliminary.



**TABLE G-4—Strikes and Lockouts Involving 100 or More Workers, November 1965**

Industry — Employer — Location	Union	Workers Involved	Duration in Man-Days		Starting Date — Termination Date	Major Issues — Result
			Nov.	Accu- mulated		
FORESTRY						
Price Brothers, Chicoutimi, Que.	Bush Workers Farmers' Union (ind)	1,091	6,550	50,200	Sept. 14 Nov. 7	Wages, hours—48¢–68¢ per hr. wage increase over a 3-yr. period for hourly paid workers; 80¢ per cord, for contract workers; reduction from 54 to 50 hours per wk. until Apr. 15, 1966, then 45 hours; 5 statutory holidays; other benefits.
MINES						
<i>Metal</i>						
Craigmont Mines Ltd., Merritt, B.C.	Steelworkers Loc. 6523 (AFL-CIO/CLC)	213	4,070	10,070	Oct. 1 .....	Wages, hours—
MANUFACTURING						
<i>Food and Beverages</i>						
Coca-Cola Canada Ltd., Various locations, Quebec.	Brewery Workers Locs. 239 & 327 (AFL-CIO/CLC)	827	18,190	37,210	Sept. 28 .....	Wages—
<i>Printing and Publishing</i>						
The Star, Telegram and Globe and Mail, Toronto, Ontario.	Typographical Union Loc. 91 (AFL-CIO/CLC)	470	10,740	163,780	July 9 1964	Working conditions as affected by computers, job security, union membership of foremen—
La Tribune Inc., Sherbrooke, Que.	C.N.T.U.	132	2,860	4,510	Oct. 14 .....	Wages—
<i>Primary Metals</i>						
Dominion Steel & Coal Corp. Ltd., Contrecoeur, Que.	Steelworkers Loc. 6586 (AFL-CIO/CLC)	160	570	570	Nov. 25 .....	Wages, shift works—
<i>Metal Fabricating</i>						
Winchester-Western Ltd., Cobourg, Ont.	Machinists Loc. 788 (AFL-CIO/CLC)	179	3,670	7,700	Sept. 28 Nov. 29	Wages—10¢ an hr. increase retroactive to June 17, 1965, 6¢ Feb. 1, 1966, 5¢ Oct. 24, 1966; shift premium increased; commencing 1966, 4 wks. vacation after 20 yrs; 3 wks. vacation after 12 yrs.
Canada Foundries & Forgings Ltd., Welland, Ont.	Auto Workers Loc. 275 (AFL-CIO/CLC)	230	350	350	Nov. 4 Nov. 8	Misinterpretation of the contract—Return of workers.
<i>Transportation Equipment</i>						
Ford Motor Co. of Canada Ltd., Oakville, Ont.	Auto Workers Loc. 707 (AFL-CIO/CLC)	2,775	5,550	5,550	Nov. 22 Nov. 24	Dismissal of a union shop steward—Return of workers.
<i>Electrical Products</i>						
Canadian Westinghouse, Brantford, Ont.	I.U.E. Loc. 555 (AFL-CIO/CLC)	204	610	610	Nov. 17 Nov. 22	In protest against the suspension of one employee—Union persuaded men to return to work.

**TABLE G-4—Strikes and Lockouts Involving 100 or More Workers, November 1965**

Industry — Employer — Location	Union	Workers Involved	Duration in Man-Days		Starting Date — Termination Date	Major Issues — Result
			Nov.	Accu- mulated		
Several Electrical Firms, Vancouver and Area, B.C.	I.B.E.W. Loc. 213 (AFL-CIO/CLC)	180	360	360	Nov. 29 .....	Wages—
<i>Non-Metallic Mineral Products</i> Concreters Ready Mix Ltd., Various Locations, Que.	C.N.T.U.	170	1,190	1,190	Nov. 22 .....	Wages, seniority—
<i>Petroleum and Coal Products</i> British American Oil and Affiliates, Various Locations, Sask.	Oil Workers Locs. 9-595 & 9-609 (AFL-CIO/CLC)	228	5,020	13,420	Sept. 10 .....	Wages—
British American Oil and Affiliates, Various Locations, B.C.	Oil Workers Locs. 503, 9-601, 9-675 (AFL-CIO/CLC)	133	2,930	8,260	Sept. 14 .....	Wages—
British American Oil, Clarkson, Ont.	Oil Workers Loc. 9-593 (AFL-CIO/CLC)	407	8,950	21,970	Sept. 15 .....	Wages—
Shell Canada Ltd., St. Boniface, Manitoba.	Oil Workers Loc. 9-600 (AFL-CIO/CLC)	129	3,040	4,860	Oct. 14 .....	Wages, job security—
Imperial Oil Enterprises Ltd., Ioco, B.C.	Oil Workers Loc. 9-601 (AFL-CIO/CLC)	161	2,740	2,740	Nov. 5 .....	Wages, improvements in holiday, fringe benefits—
<i>Chemical Products</i> Cyanamid of Canada, Niagara Falls, Ont.	Chemical Workers Loc. 165 (AFL-CIO/CLC)	500	5,130	5,130	Nov. 16 .....	Wages, statutory holidays, fringe bene- fits—
<b>CONSTRUCTION</b>						
E.G.M. Cape & Company, Newcastle, N.B.	Carpenters Loc. 2262 (AFL-CIO/CLC)	388	190	1,360	Oct. 27 Nov. 1	Wages, overtime rates—Wage increase; 40-44 hours time and one half, over 44 hours and statutory holidays: double time.
Robert McAlpine Ltd., Toronto, Ont.	Labourers Loc. 183 (AFL-CIO/CLC)	102	100	100	Nov. 2 Nov. 3	Refusal to cross picket lines set up by Oil, Chemical & Atomic Workers Union— Return of workers, when pickets with- drawn.
Canadian Bechtel Ltd. Edmonton, Alberta.	Boilermakers Loc. 146 (AFL-CIO/CLC)	200	400	400	Nov. 10 Nov. 16	Lack of facilities for drying clothing at the construction camp—Facilities pro- vided by contractor.
Foundation Co. Ltd., Joliette, Que.	C.N.T.U.	202	610	610	Nov. 10 Nov. 15	Salary scales—Wage increases from 25c— \$1.00 an hr. according to classification.
Ellis Don Ltd., Oshawa, Ont.	Labourers Loc. 597 (AFL-CIO/CLC)	102	200	200	Nov. 25 Nov. 29	Dismissal of one employee for cause— Return of workers, referral to arbitra- tion.



**TABLE G-4—Strikes and Lockouts Involving 100 or More Workers, November 1965**

Industry — Employer — Location	Union	Workers Involved	Duration in Man-Days		Starting Date — Termination Date	Major Issues — Result
			Nov.	Accu- mulated		
TRANSPORTATION & UTILITIES						
<i>Power, Gas and Water</i>						
Pierre Brunelle Inc., Ville d'Anjou, Que.	District 50 Loc. 13946 (Ind)	145	730	1,020	Oct. 28 Nov. 8	Jurisdictional dispute—Return of work- ers.
Union Gas Co. of Canada, Various Locations, Ont.	Various Unions	203	4,080	4,080	Nov. 3 .....	Wages—
Ontario Hydro Electric Power Commission, Port Credit, Ont.	Plumbers Loc. 46 (AFL-CIO/CLC)	234	1,870	1,870	Nov. 10 Nov. 22	Vacation pay, coffee break—Return of workers, further negotiations.

### Technical Note to "G" Tables

Statistical information on work stoppages in Canada is compiled by the Economics and Research branch of the Department of Labour on the basis of reports from the National Employment Service. The first three tables in the section cover strikes and lockouts which amount to ten or more man-days.

The developments leading to work stoppages are often too complex to make it practicable to distinguish statistically between strikes on the one hand and lockouts on the other. However, a work stoppage that is clearly a lockout is not often encountered.

The data on workers involved include all workers reported on strike or locked out, whether or not they all belonged to the unions directly involved in the disputes leading to work stoppages. Where the number of workers involved varied in the course of the stoppage, the maximum number is used for monthly totals, but adjustments are made for changes reported in the number of workers involved in work stoppages extending over two or more months. Workers indirectly affected, such as those laid off as a result of a work stoppage, are not included in the data on workers involved. Their number, however, if any, is shown in parentheses for the major work stoppages listed in Table G-4. The data in parentheses are those reported at an early stage of the work stoppage, and they refer only to the plant or premises at which the stoppage occurred.

Duration of strikes and lockouts in man-days is calculated by multiplying the num-

ber of workers involved in each work stoppage by the number of working days the work stoppage was in progress. Where the number of workers involved varied significantly in the course of the stoppage, an appropriate adjustment is made in the calculation as far as this is practicable. The duration in man-days of all stoppages in a month or year is also shown as a percentage of estimated working time, based on the corresponding monthly figure or annual average figure for non-agricultural paid workers in Canada. The data on duration of work stoppages in man-days are provided to facilitate comparison of work stoppages in terms of a common denominator; they are not intended as a measure of the loss of productive time to the economy. For convenience of expression, however, duration in man-days is on occasion referred to as "time loss" in reviews based on this series.

The data on the distribution of work stoppages by industry in Table G-2 follow the Standard Industrial Classification, D.B.S. (1960).

In Table G-3 work stoppages are classified according to jurisdiction, whether federal or provincial. This is done on the basis of the governmental agency that intervened in the dispute. Where there was no such intervention the classification is, wherever possible, on the basis of the agency that previously dealt with labour matters in the establishment involved.

Work stoppages involving 100 or more workers are listed in Table G-4, which

shows in each instance the employer(s) and the location of the premises at which the work stoppage occurred, the union(s) directly involved or concerned in the dispute, number of workers involved, duration in man-days, starting date (the first day on which normal operations were affected) and termination date. For work stoppages that are terminated by mutual agreement, the termination date is usually the day on which work was resumed. Work stoppages that have not been resolved in this way are as a rule considered terminated, for statistical purposes, at the date by which it was established that two-thirds or more of the workers involved had either returned to work, or had found work with other employers, or had been replaced by new employees; or the date by which it was reported that the operations affected by the work stoppage would not be resumed. Also shown in Table G-4 are the major issues, as far as known, that led to work stoppage, and the result, i.e., the terms of settlement of major issues where a settlement was reached when the work stoppage terminated, or the circumstances in which the work stoppage came to an end.

While the methods used to obtain data on work stoppages preclude the likelihood of major omissions, it is not always possible, particularly on a preliminary basis, to obtain precise information in detail. Consequently the information in this section may not be accurate in all respects.

## H—Industrial Accidents

**TABLE H-1—Industrial Fatalities in Canada, by Industry and Occupation, in the Third Quarter of 1965**

Occupation	Agri- culture	Forestry	Fishing <sup>1</sup>	Mining <sup>2</sup>	Manu- facturing	Con- struction	Trans- porta- tion <sup>3</sup>	Trade	Finance <sup>4</sup>	Service <sup>5</sup>	Public Adminis- tration <sup>6</sup>	Total	Per Cent of Total
Managerial.....	—	2	—	2	1	1	2	1	—	—	—	9	2.7
Professional and technical..	—	—	—	1	4	1	1	—	—	2	—	9	2.7
Clerical.....	—	—	—	—	—	—	—	—	—	—	—	—	—
Sales.....	—	—	—	—	2	—	—	1	—	—	—	3	0.9
Service and recreation.....	—	—	—	—	—	1	10	—	1	4	1	17	5.0
Transport and communica- tion.....	2	2	—	—	1	4	50	7	—	1	—	67	19.8
Farmers and farm workers..	20	—	—	—	—	—	—	—	—	—	—	20	5.9
Loggers and related workers	—	12	—	—	—	—	—	—	—	—	—	12	3.5
Fishermen, trappers and hunters.....	—	—	4	—	—	—	—	—	—	—	—	4	1.2
Miners, quarrymen and re- lated workers.....	—	—	—	31	—	2	—	—	—	—	—	33	9.8
Craftsmen, production pro- cess and related workers.	—	1	—	2	35	62	20	4	—	2	1	127	37.6
Labourers and unskilled workers (not agricultural, fishing, logging or min- ing).....	—	—	—	—	4	27	5	1	—	—	—	37	10.9
Total.....	22	17	4	36	47	98	88	14	1	9	2	338*	100.0
Per Cent of Total.....	6.5	5.0	1.2	10.7	13.9	29.0	26.0	4.1	0.3	2.7	0.6	100.0	

<sup>1</sup>Includes trapping and hunting. <sup>2</sup>Includes quarrying and oil wells. <sup>3</sup>Includes storage, communication, electric power, gas and water utilities.

<sup>4</sup>Includes insurance and real estate. <sup>5</sup>Includes community, business and personal service. <sup>6</sup>Includes defence.

\*Of this total, 264 fatalities were reported by the various provincial Workmen's Compensation Boards and the Board of Transport Commissioners; details of the remaining 74 were obtained from the other sources. The number of fatalities that occur during a quarter is usually greater than shown, as not all fatalities are reported in time for inclusion in the quarterly tables. Fatalities not recorded in the quarterly tables are included in the annual tables appearing in the May issue.

**TABLE H-2—Industrial Fatalities in Canada, by Industry and Type of Accident, in the Third Quarter of 1965\***

Type of Accident	Agri- culture	Forestry	Fishing	Mining	Manu- facturing	Con- struction	Trans- porta- tion	Trade	Finance	Service	Public Adminis- tration	Total
Striking against and stepping on objects.....	—	1	—	1	—	—	2	1	—	—	—	5
Struck by:												
(a) tools, machinery, cranes, etc.....	—	1	1	1	3	7	4	—	—	—	—	17
(b) moving vehicles.....	—	1	—	—	4	2	5	—	—	—	—	12
(c) other objects.....	—	12	—	14	8	13	3	—	—	—	—	50
Caught in, on, or between machin- ery, vehicles, etc.....	16	1	—	4	3	5	4	1	—	—	1	35
Collisions, derailments, wrecks, etc...	4	—	—	3	9	15	48	6	—	4	1	90
Falls and slips:												
(a) on same level.....	—	—	—	1	—	3	1	2	1	—	—	8
(b) to different levels.....	—	1	2	1	3	25	17	2	—	3	—	54
Conflagrations, temperature ex- tremes and explosions.....	—	—	1	—	7	14	—	—	—	1	—	23
Inhalation, absorptions, asphyxia- tion, and industrial diseases.....	—	—	—	10	1	1	—	—	—	—	—	12
Electric current.....	2	—	—	—	6	9	4	2	—	—	—	23
Over-exertion.....	—	—	—	—	—	—	—	—	—	—	—	—
Miscellaneous accidents.....	—	—	—	1	3	4	—	—	—	1	—	9
Total.....	22	17	4	36	47	98	88	14	1	9	2	338

(Preliminary). \*See footnote to Table H-1.



## Explanatory Note to "Classification of Labour Market Areas"

The system of classifying the labour market situation in individual areas is an analytical device whose purpose is to give a clear and brief picture of local market conditions based on an appraisal of the situation in each area. In considering each category, it is necessary to keep in mind the marked seasonal fluctuations in labour requirements in Canada. Labour surpluses are consistently highest in each year from December to March and lowest from July to October.

The criteria on which the classification system is based are as follows:—

*Group 1: Labour Surplus.* Areas in which current or immediately prospective labour supply exceeds demand in almost all of the major occupations. This situation usually exists when the ratio of applications for employment on file with NES to paid workers, including those looking for jobs, is more than 9.9, 11.9, or 13.9 per cent, depending on the size and character of the area.

*Group 2: Labour Surplus.* Areas in which current or immediately prospective labour supply exceeds demand in about half of the major occupations. The situation usually exists when the ratio of applications for employment on file with NES to paid workers, including those looking for jobs, is more than 5.9 or 6.9 per cent, but less than 10.0; 12.0 or 14.0 per cent, depending on the size and character of the area.

*Group 3: Balanced Labour Supply.* Areas in which current or immediately prospective labour demand and supply are approximately in balance for most of the major occupations. The situation usually exists when the ratio of applications for employment on file with NES to paid workers, including those looking for jobs, is more than 1.9 or 2.4 per cent but less than 6.0 or 7.0 per cent, depending on the size and character of the area.

*Group 4: Labour Shortage.* Areas in which current or immediately prospec-

tive labour demand exceeds supply in most of the major occupations. This situation usually exists when the ratio of applications for employment on file with NES to paid workers, including those looking for jobs, is less than 2.0 or 2.5 per cent, depending on the size and character of the area.

The classification of areas does not depend solely on the ratio of job applications to paid workers. All areas, and particularly those in which the ratio is close to the limits of the above-mentioned ranges, are examined closely in the light of other kinds of information to see whether they should or should not be reclassified. Information on labour market conditions at local areas is obtained mainly from monthly reports submitted by each of the local offices of the National Employment Service. This information is supplemented by reports from field representatives of the Department of Labour who regularly interview businessmen about employment prospects in their companies, statistical reports from the Dominion Bureau of Statistics and relevant reports from other federal government departments, from provincial and municipal governments and from non-governmental sources.

The term "labour market" as used in this section refers to a geographical area in which there is a concentration of industry to which most of the workers living in the area commute daily. The term is not meant to imply that labour is a commodity and subject to the same kind of demand and supply factors operative in other markets.

To facilitate analysis, all labour market areas considered in this review have been grouped into four different categories (metropolitan, major industrial, major agricultural, and minor) on the basis of the size of the labour force in each and the proportion of the labour force engaged in agriculture. This grouping is

not meant to indicate the importance of an area to the national economy.

The key to this grouping is: a "metropolitan" area is one with a labour force of 75,000 or more; a "major industrial" area is one with a labour force of from 25,000 to 75,000 of which 60 per cent or more are in non-agricultural occupations; a "major agricultural" area is one with a labour force between 25,000 and 75,000 of which 40 per cent or more are in agriculture; and a "minor" area is one with a labour force of 10,000 to 25,000.

The geographical boundaries of the labour market areas dealt with in this section do not coincide with those of the municipalities for which they are named. In general the boundaries of these areas coincide with the district serviced by the respective local office or offices of the National Employment Service. In a number of cases, local office areas have been amalgamated and the names used include several other local office areas, as follows: Farnham-Granby includes Cowansville; Montreal includes Ste. Anne de Bellevue; Lac St. Jean includes Chicoutimi, Dolbeau, Jonquière, Port Alfred, Roberval and Alma; Gaspé includes Causapscal, Chandler, Matane and New Richmond; Quebec North Shore includes La Malbaie, Forestville, Sept Îles and Baie Comeau; Sherbrooke includes Magog; Trois Rivières includes Louiseville; Toronto includes Long Branch, Oakville, Weston and Newmarket; Sudbury includes Elliot Lake; Niagara Peninsula includes Welland, Niagara Falls, St. Catharines, Fort Erie and Port Colborne; Vancouver-New Westminster includes Mission City; Central Vancouver Island includes Courtenay, Duncan, Nanaimo and Port Alberni; and Okanagan Valley includes Kelowna, Penticton and Vernon.

The 110 labour market areas covered in this analysis include 90 to 95 per cent of all paid workers in Canada.



# labour gazette

Canada Department of Labour / March 1966





# Canada Department of Labour Publications

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*Annual Report of the Department of Labour* (Covers fiscal year ending March 31). (English or French). Price \$1.00, Cat. No. L1-1965.

## Economics and Research Branch

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*Industrial and Geographical Distribution of Union Membership in Canada, 1964* (English or French). Price 15 cents, Cat. No. L31-764.

*Strikes and Lockouts in Canada* (annual). Furnishes a record of strikes and lockouts occurring in Canada during a year. Tables and related texts showing strikes and lockouts by years, by areas, by industries, including time lost, number of workers involved, duration, etc. Price 35 cents, Cat. No. L2-1/1963.

*Wage Rates, Salaries and Hours of Labour*. An annual report published in loose-leaf form and followed later by a paper-bound volume. Contains the results of an annual survey at October 1 of occupational wage rates and standard hours of work in most industries. Averages and predominant ranges of wage rates for selected occupations are tabulated separately on a regional basis for some 90 industries including logging, mining, manufacturing, construction, transportation, trade and service groups. Weekly salaries for office occupations and hourly wage rates for maintenance and service occupations and for labourer for several broad industry groups are shown, on a community basis, in 52 communities. Trends in wage rates are included in tables of index numbers by industry. (Bilingual). Cat. No. L2-546.

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*Labour Legislation of the Past Decade*. A review of developments in Canadian labour legislation in 1951-1960 period. (English or French). Price 55 cents, Cat. No. L14-2061.

(Continued on inside back cover)



# labour gazette

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Dr. John J. Deutsch (*see story on p. 84*)

Electronics assembly line workers. (*see story on p. 93*)—*Photo by NFB*

Louis Laberge, Claude Jodoin and Jean-Paul Ménard at QFL Convention. (*see story on p. 80*)—*Photo by La Presse*

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# Pilot Projects

## Country-Wide Scheme to Test Methods Of Retraining the Unemployed

A country-wide scheme for establishing pilot training projects to test methods of training the unemployed in designated areas was presented by the federal government at a conference of federal and provincial ministers of labour and provincial ministers of education, held in Ottawa on January 14-15.

The purpose of the pilot projects will be to find the best methods of retraining unemployed persons in these areas, and the best ways of arousing their interest in taking such training. The ultimate intention is to apply to training across the country the knowledge gained through the operation of the pilot projects.

The meeting was under the chairmanship of Hon. Jean Marchand, recently appointed Minister of Citizenship and Immigration, who will become Minister of Manpower when the new department is set up. Hon. John R. Nicholson, newly appointed Minister of Labour, was unable to be present. He was in India, representing the Canadian Government at the funeral of former Prime Minister Shastri.

Mr. Marchand was supported by Thomas Kent, Deputy Minister of Citizenship, and George V. Haythorne, Deputy Minister of Labour, as well as by other officials of both departments. The Ministers of Labour and the Ministers of Education from all provinces took part in the meeting.

### Hon. Jean Marchand

In introducing the subject of the first day's meeting, the Minister of Citizenship and Immigration said it had been agreed in principle at the full federal-provincial conference last July that a few special pilot projects were needed "as the instrument for intensive practical investigation into the best ways of meeting the training needs of adults, particularly those who for considerable peri-

ods have been unemployed, or engaged only in low-productivity occupations."

Mr. Marchand continued: "The results of this kind of experiment and testing will be of practical value not only in the project areas, but in all parts of the country and all provinces. We are all agreed, I think, that an enormous expansion of adult training must take place. We all recognize that adult training has problems and needs peculiar to itself, in many ways very different from those of education at the school age level. We have a lot to learn about how to make it effective. That is the point of pilot projects."

The minister referred to a statement by the Economic Council of Canada, to the effect that, although there had been a significant advance in facilities for the technical training of students in vocational high schools in recent years, there has not been any significant breakthrough in the training or retraining of existing members of the labour force.

### Better Techniques Required

"To make training really effective among adults requires techniques that at present are either inadequately known or inadequately tested," he said. "We need to explore and develop special means of making instruction more acceptable to adults, new ways of improving the motivation of individuals and the attitude of the community to training. If training is to be a success, it must be generally felt that an adult at a training school is not 'back at school' as a regression from the adult world, but on the contrary is occupied in a stage of his working life which we must, in a rapidly progressing economy, think of as normal and productive."

The meeting was not open to the public, but a press release provided the Minister's opening remarks, a summary of conference activities.

During discussion, it was agreed that new training techniques, while useful, are not enough, that incentives to improve the motivation of individuals are also needed. To provide such incentive, the federal government expressed its willingness to provide a basic allowance of \$35 a week for all persons taking training under training programs for the unemployed and vocationally handicapped. This cost would be borne entirely by the federal government.

Mr. Marchand noted that amended legislation and new federal-provincial agreements would be necessary to put the proposals into effect. The target date might be July 1st, 1966.

### Training Allowances

In addition, the federal government would bear 90 per cent of the cost of additional allowances for trainees with dependants, and to recompense those who have to live away from home while undergoing training. The Minister said he would expect that, for a trainee living at home who has a wife and two or more children, the total training allowances might be \$75 a week in certain areas. The conference noted that allowances under other training programs might be re-examined.

Mr. Marchand said he intended to propose that a man who undertakes training should keep his entitlement to unemployment insurance intact during the period of training.

Training in co-operation with industry was also discussed. There was general agreement to the establishment of a committee, drawn from industry, unions, educational and training institutions, to investigate the needs and methods for expanding the scale of in-plant training in Canada.

At a press conference following the meeting, Hon. Paul Gerin-Lajoie, Que-

*Continued on page 118*

*Report of Ontario Commission on Unemployment published in January 1916 recommends setting up free employment bureaus, but says unemployment insurance inadvisable at that time*

Part I of the report of the Ontario Commission on Unemployment, which was published in January 1916 and appeared in the LABOUR GAZETTE of March 1916, contained numerous recommendations for reducing unemployment and mitigating its effects.

This journal said: "The commissioners were impressed with the fact that the depression of 1914 and 1915 was 'but a phase of the movement alternating between inflation and depression, which is a characteristic feature of modern industry,' and they point out that widespread unemployment is likely to recur in future. . ."

One of the recommendations was that "the Dominion, provincial and municipal authorities should co-operate in dealing with unemployment resulting from general business depression. Public works and expenditures should be planned for such periods in order that public employment may compensate as far as possible for a lessened private demand for labour."

The report recommended in the words of the Gazette's summary, "That the Provincial Labour Commission confer with the Canadian Manufacturers' Association, with a view to its co-operation in impressing upon all employers of labour their share of the responsibility for lessening the extent and burden of unemployment. . ."

## **Evidence of U.S. Official**

The evidence of an official of the Wharton School of Finance and Commerce at the University of Pennsylvania, who testified on employment conditions in the United States, was mentioned by the commission. The report referred to the efforts made by individual American firms to "regularize employment through studying the facts of lost time in each plant, endeavouring to reduce the high labour turnover, striving to co-ordinate the manufacturing and selling departments, and through various ways of reducing the burden of unemployment, such as giving advance notice of lay-off, and by distributing work in times of depression among as many individuals as possible. (Some of the quotations given

here are from this journal's summary, and some are from the report itself.)

"The Commissioners unanimously favour some form of public employment office. With the recent development of Canada and the large volume of immigration, thousands of workers are engaged and discharged in the province every week. Labour has not been guided direct to employment. . ."

The report recommended that a provincial Department of Labour should be created and that a Provincial Labour Commission should be appointed to organize and administer a provincial system of free employment bureaus, which should be established in seven principal cities.

## **Problem of Immigration**

The problem of immigration was connected with that of unemployment, and the one could not be solved apart from the other, the commission said. One of its recommendations was that either the Department of Immigration should be placed in the Department of Labour, or else that provision should be made for close co-operation between the two departments.

The report had a good deal to say about the importance of training and vocational guidance for boys and girls. One of the recommendations said: "The Commission is of the opinion that much unemployment occurs in the transition from the school to paid employment. Boys and girls drift in and out of occupations almost unsupervised, and are finally left in the ranks of the unskilled."

The commission recommended that all primary schools supported by public funds should be required "to provide within a limited time facilities for domestic and manual or agricultural instruction".

## **Further Recommendation**

It recommended further that the school-leaving age should be raised so as to allow the parent a choice of leaving the child in school until his 15th birthday; and of "placing the child in an industrial, agricultural or domestic school from the fourteenth to the fifteenth birth-

day; or of removing the child from school at the present school age for an industrial, agricultural or domestic pursuit, to be combined with part-time industrial, agricultural or domestic instruction until the sixteenth birthday."

The commission made some recommendations in connection with "taking wastrels and vagrants off the street, and subjecting them to such treatment as may restore them to useful citizenship. . . ."

It proposed also the establishment by the Government of industrial centres for the handicapped unemployed, including the physically handicapped, the aged and destitute, and casual workers. "The object of these centres is to provide opportunity for as large a measure of self-support as the capabilities of such workers will permit, and, by co-operation with the Provincial Employment Bureaus, to secure suitable employment for them as speedily as the nature of each case admits."

With regard to the relief of the unemployed, the report said: "The Commission is of the opinion that it would be inadvisable, with the statistics and experience available, to establish a compulsory scheme of insurance against unemployment. The employment bureaus must first keep unemployment at a minimum, and the Department of Labour must collect such information as will make possible the calculation of the risks."

The commission recommended that "financial assistance be given by the Government of Ontario to those voluntary associations of working men which undertake to provide unemployment benefits for their members." It was suggested that the assistance to such associations should be equal to 20 per cent of the sum disbursed by them in unemployment benefits.

Turning to the question of charitable relief, the commission expressed the view that lack of central control in the administration of such relief was a weakness. It said that "our present methods of charitable relief do not aid in preventing unemployment, and do unfortunately help to create unemployables."





Louis Laberge

## 9th QFL Convention

# Unity for Quebec Labour?

### Laberge Heads QFL For Another Term

Delegates to the Quebec Federation of Labour convention in Montreal in December elected Louis Laberge president for a second term. Regarded as a dynamic individual in the labour field, Mr. Laberge has had wide experience with labour organizations in French Canada.

In 1944, he was elected a member of the International Association of Machinists. In 1961 he became Quebec representative of the United Automobile Workers (QFL/CLC). Up to 1962, Mr. Laberge had been an active member (secretary and president) of the former and new Montreal Labour Council. From 1962 to 1964 he was vice-president of the QFL and regional vice-president for the CLC. He was chosen president of the QFL in 1964 after the death of Roger Provost.

One of the two major labour organizations in Quebec, the Quebec Federation of Labour, would like to see a coalition of all labour forces in the province. The theme of unity was emphasized by several high-ranking persons who attended the opening of the 9th annual QFL convention—but President Louis Laberge was most explicit.

Some 720 delegates attended the meeting in Montreal on December 8 to 12. They re-elected all members of the QFL executive, heard the annual reports of their officers, studied the book of resolutions, and proffered their opinions about certain structural reforms and about the creation of a permanent secretary.

### Trade Unionism in New Quebec

QFL president Louis Laberge addressed delegates on the theme: "Trade unionism in the new Quebec." Here are a few excerpts:

"The highlight of this period has surely been the heroic and successful fight of [the late] Roger Provost against the first versions of Bill 54 (L.G., 1964, pp. 936, 1071). If the workers of Quebec today can still freely exercise certain basic union rights, they are indebted to him more than to any other person for this privilege. In spite of poor health, he did not hesitate to launch a vast opposition movement which would have led us unavoidably, for want of concessions on the part of the government, to a general strike mobilizing most of the members affiliated with the QFL.

"Furthermore, Mr. Provost, with less striking means, participated in all the representations made to government authorities with regard to the Civil Service Act, to the creation of a Department of Education and of the Higher Council, to the Quebec Pension Plan, and to the Health Insurance Plan that was probably the social security measure in which he was most interested . . .

"At the time when I succeeded president Provost, a little more than a year ago, we were in the midst of a crisis and

apparently swamped by the attacks of the Confederation of National Trade Unions. And it was with great apprehension and humility that I began to put a stop to what was already being described as the 'hemorrhage in our ranks.' However, after taking action, I also discovered the defence apparatus set up by my predecessor. . ."

This opening of the report from the QFL president reveals the divisions and rivalries that exist between the two labour organizations of Quebec. It justifies also the concern of the president in regard not only to consolidating the ranks of the QFL, but also to anticipating the opportunities of bringing about a closer relationship between the labour forces of the province, including the CNTU.

### Not Always Had Courage

"It is high time that we get rid of the complexes that a hostile environment has given to us and to the workers themselves. It is high time that we rid ourselves of the inferiority feelings that have overwhelmed the workers of Quebec. We have not always had the courage to be ourselves—to defend our principles, our traditions and institutions. Today we are faced with the alternatives of either integrating with the environment and disowning ourselves, or of impressing society without ceasing to assume fully the responsibility of the working class . . ."

Mr. Laberge recommended to his members a number of means for giving better service to the trade unionist at the local level. He is also seeking the ideal formula for consolidating the ranks of the QFL for successful action at the regional and local levels. In the numerous suggestions of President Laberge, there is the underlying idea of internal unity: amalgamation of small unions; multiplication of services on a regional basis; the granting of more extended powers to the Federation, and even to the Canadian Labour Congress in order to meet the more specific aspirations of

the QFL members, and the granting of greater autonomy to the Federation. He continued:

"That is why we are recommending several amendments to the Constitution that would enable us to intervene in certain situations—something we cannot do at the present time—and to achieve a better cohesion of our efforts the better to reflect the aspirations of our members. . .

### To Follow up Representations

"We intend to follow up the representations we have made to the leaders of our Canadian and international unions in order to make them understand the particular problems we are facing in Quebec, and to persuade them to solve as soon as possible the outstanding problems which remain a source of irritation for many of our members."

These last paragraphs of Mr. Laberge's speech reviewed the benefits brought to the workers of Quebec by Canadian and international trade unionism that make it possible for the organized workers of Quebec to avoid a kind of close confinement. The president went so far as to find, in the policies his group had followed during the last 50 years, the great themes of what is described today as Quebec's "quiet revolution."

The conclusions that may be drawn from this review of the accomplishments of Canadian and international unions demonstrate to Mr. Laberge the course to follow during the forthcoming years. "Our trade unionism will survive only to the extent that it remains true to its *raison d'être* and to the extent that it stays on the side of the weak and the oppressed against the strong and the exploiters."

### Another Aspect of Union Unity

Mr. Laberge saw another aspect of union unity that would be advantageous to the workers of Quebec—unity on the political level. In his opinion, this would be an effective way to make governments more responsive to the aspirations of the workers. Although rivalry between union organizations may be inherently good, rivalries can sometimes be injurious to the common good of union members, the benefits of joint union action in certain areas would much more rapidly bring about the solution of certain problems.

Said Mr. Laberge: "That is why, in order to avoid finding ourselves continually face to face with one another, the QFL and the CNTU, we should ask other popular movements, such as *L'Union Catholique des cultivateurs* (Catholic Farmers' Union) and the

*Association générale des étudiants du Québec* (Quebec Students' General Union) and others to join us in order that together we may make a permanent common front of the working classes, where our rivalries would be constantly submitted to the censure of intermediate bodies that are as dedicated as our own to the defence of the higher interests of our entire population. If labour unity is difficult to achieve, the unity of the working classes of Quebec, beyond our group interests, must be achieved as soon as possible."

### Resolutions

The 174 resolutions put forward by delegates dealt with education, nationalism, international affairs, public administration, automobile insurance, labour legislation, social security, political action and education, the use of TV by the QFL, and the constitution of the organization.

### Eighty Years

On December 9, delegates celebrated the 80th anniversary of the founding of the Montreal Labour Council.

The council availed itself of the opportunity to focus attention on the poverty and destitution that prevail in one of the most dynamic regions of the country—namely, Montreal and district. A research team, headed by Emile Gosselin, Faculty of Social Sciences, University of Montreal, undertook to set up four levels of poverty, in the area. "The four levels—destitution, poverty, privation, and borderline—are based on the following thresholds established by the authors of the survey in accordance with the conclusions of much research which has been undertaken in this connection in Canada and in the United States:

"DESTITUTION—families and individuals living in destitution: in general, any family of four persons whose total income is less than \$2,000 a year and any individual who does not live in a family and whose income is less than \$1,000 a year.

"POVERTY—families and individuals living in poverty are: families composed of four members whose annual income is less than \$3,000, and persons living alone who earn less than \$1,500 a year. The financial means of these persons allow them to meet only a few of their needs considered to be essential, but not all their needs.

"PRIVATION—families and persons living in privation are: families whose annual income is less than \$4,000 a year, and persons living alone who earn

less than \$2,000. These families and these persons can only make ends meet.

"BORDERLINE OF POVERTY—families and persons whose existence is precarious or on the borderline of poverty are: families who earn less than \$5,000 a year, and persons living alone whose annual income is less than \$2,500 a year.

"More than 55,800 families out of 217,000, or 20 per cent of the families of the City of Montreal, live in great poverty; and more than 27,000 families living in suburbs (14 per cent) also live in poverty. With regard to the metropolitan area the proportion is 17 per cent of the families and 20 per cent of the population."

In addition to families who live without the vital minimum "required for a tolerable social and human life," there are also in the City of Montreal 50,000 families—or an additional proportion of 18 per cent—who live in privation. These are families which "a simple recession, or unemployment of extended duration, could plunge into a condition of poverty." In the suburbs, 29,000 families (approximately 15 per cent) live in privation.

If, to the persons who live in these families, are added the persons who live alone outside of families, the total number of persons living in poverty or in privation is 706,830—or 38 per cent of the population of the metropolitan area of Montreal itself. The proportion of those living on the borderline of poverty represents 17 per cent of the total population of the metropolitan area, or 325,000 persons.

### In Summary

To sum up, those living in poverty, in privation and on the borderline of poverty total 1,031,830 persons, or 50 per cent of the entire population of the whole metropolitan area of Montreal. As an editorial writer in *La Presse* stated on December 11, 1965: "It is embarrassing if not shocking"—especially in a province where economic prosperity is reflected by a rate of growth higher than that of the whole country.

President Laberge and the entire council of the QFL declared their eagerness to prepare their own fight against poverty, and described the memorandum of the Labour Council of Montreal as the ideal opportunity for stimulating and communicating the spirit of mutual assistance among the working forces of Quebec.

In the opinion of delegates, this 9th Convention of the Quebec Federation of Labour has provided trade union life in Quebec with a new impetus.



## Collective Bargaining And the Professional

The question of whether professional employees, such as doctors, lawyers, teachers and nurses, should join unions was debated by representatives of labour and management at a conference on "Collective Bargaining and the Professional Employee," held at the Centre for Industrial Relations of the University of Toronto, December 15-17.

Prof. M. R. MacGuigan of the Faculty of Law, University of Toronto, said that the adoption of collective bargaining might relieve professional employees of economic pressures sufficiently to allow them to devote more of their effort to professional improvement. Collective bargaining would restore to them a measure of independence.

Prof. MacGuigan was, however, opposed to professionals striking to attain economic aims, and he thought that they should limit themselves to compulsory arbitration if they could not reach agreement with their employers.

John H. Fox, Vice-President of Honeywell Controls Ltd., Toronto, taking the opposite side, argued that professional workers tended to be individualistic and that they did not want or need unions to bargain for their wages or working conditions.

Collective bargaining, he contended, would reduce professional employees to a level of mediocrity. He said that collective bargaining rewarded the sub-average employee beyond his worth. He admitted that management had lost personal touch with its professional employees, but he urged that members of a profession should be free to abstain from collective bargaining.

Mr. Fox's view was supported by D. Alan Page, Personnel Director for Goodyear Tire and Rubber Co. of Canada. "Collective bargaining does not necessarily restore the balance of power between the two parties. It does not use economic criteria—it is the law of the jungle," he contended.

William Dodge, Executive Vice-president of the Canadian Labour Congress, said that collective bargaining was "the only means of reasserting his individuality that is left to the worker."

L. C. Sentance, Executive Director of the 22,700-member Association of Pro-

fessional Engineers of Ontario, said that his association "still feels that a single, undivided profession is best for the members.

"It also believes that maintenance of the individual's responsibilities to the public, to employers and to other professionals is not possible when obligations to a bargaining unit exist."

## T. A. Johnstone CNR Negotiator Resigns

The resignation of T. A. Johnstone, Assistant Vice-President for Labour Relations in the Canadian National Railways, was announced in January.

The resignation came at an important stage in the preliminary negotiations between the railways and 15 unions representing almost 100,000 non-operating employees, but it was understood that it was submitted for personal reasons, and had no connection with the contract talks.

Mr. Johnstone has had experience on both labour and management sides in labour negotiations. He joined the CNR in 1955 as Labour Relations Assistant and became Manager of Labour Relations in 1956, with the responsibility for conducting all CNR labour contract negotiations. He was appointed assistant vice-president in 1961.

Before moving to the CNR, Mr. Johnstone was a staff representative for the United Automobile Workers in the United States, and later was director of the UAW Department dealing with General Motors Corporation.

In 1952 he shifted from the union side of bargaining to management when he became executive secretary of the Detroit Newspaper Publishers Association, handling all wage negotiations for the three daily newspapers in Detroit.

## A Labour First

David Archer, president of the Ontario Federation of Labour, has been named to the board of directors of the Toronto Symphony Orchestra—a first for organized labour.

## CLC Spokesman Urges Help for Indians

Canada has more legislation forbidding racial discrimination than any other country in the world—but it is of little help to the country's original inhabitants, says David Orlikow, Associate Secretary of the National Human Rights Committee of the Canadian Labour Congress.

In his closing address to a two-day conference on human rights in Toronto, sponsored by the Toronto and District Labour Council, Mr. Orlikow said that for the next 10 years, labour unions must lead the struggle to provide human rights for Canada's 250,000 Indians.

He welcomed the recently announced agreement under which Ontario will provide health, welfare and education services for Indians in the province, but he did not believe Ontario's Indians had been consulted in preparing the agreement.

"We give them enough help to exist," he said, "but only enough." About 10 per cent of Canadian Indians are employed, and they receive half the average wage. About 7 per cent of Indian children attend high school, and he doubted whether there were 100 Indian university students in Canada. Yet it had been proved that when Indians are given an active voice in their affairs, they can be entirely self-supporting. As an example, he cited the co-operative pulp-cutting scheme at the Fort Alexander Reserve, 60 miles from Winnipeg, where 150 workers earned about \$1,500 each in a six-week season.

## CLC Holding White Collar Meetings

A series of conferences for technical, office and retail trade employees is being held by the Canadian Labour Congress National Committee on White Collar Organization. The conferences, designed for members of unions affiliated with the CLC, will be held on various dates in Vancouver, Montreal, Halifax and Toronto. The objectives are:

- to give white collar workers from different unions an opportunity to meet and to discuss subjects of common interest;
- to keep members up to date on new trends, automation, statistics, and organizational efforts and accomplishments;
- to provide an effective channel of communication among members in the field, the National Committee and the Congress.

## Department of Industry Reviews Its 1965 Program

An expanded automotive industry, a more comprehensive Area Development Program, and strong emphasis on industrial research and development for greater technological achievement were some of the results and objectives of the operations of the federal Department of Industry in 1965, according to the department's annual review, published at the end of December.

The Canada-United States Automotive Agreement announced a year ago by C. M. Drury, Minister of Industry, is a long-term program, but it has already had a marked effect, the department said. It was designed to achieve greatly expanded production and employment, and to enable industry to improve its competitive position by providing access to much larger markets. As a result of the department's efforts, 187 firms have announced plant expansions or acquisition of new facilities. Of these, 71 say the expansion will increase employment by about 15,000 workers, and 99 of the firms report the value of new investment to be close to \$402 million.

### New Program Introduced

In June, a new and expanded Area Development Program was introduced. During its first three months of operation, applications were received for 103

## Marina Creations To Become International

A Canadian industry, Marina Creations, aimed at helping the homebound handicapped to help themselves, will soon become international.

The U.S. federal agency has promised Marina's founder-director, Mrs. Alicita Marshall, financial support for a U.S. international rehabilitation program. "The department has a quarter of a billion dollars for the program," she said. "Money will be provided for me to travel to Yugoslavia this year to outline Marina, and plans are under way to include Pakistan, India and Israel."

Founded in 1955 by the Canadian Society for Crippled Civilians in Toronto, Marina employs 200 homebound Canadian workers. Mrs. Marshall starts the second decade with an additional title, Marina Lodge Corporation, based on the promise by the Ontario Housing Corporation and Metro Government to study construction of a \$1,600,000 development in Metro Toronto to accommodate disabled adults, and to serve as a training centre for crippled children.

projects representing \$135 million invested in buildings and equipment and providing 6,000 new jobs, the report said.

In August, an Adjustment Assistance Board (L.G., 1965, p. 788) was established by the government to administer a program of loans for auto parts manufacturers and transitional assistance benefits for auto workers (L.G., 1965, p. 596). Prof. Vincent W. Bladen, Dean of Arts and Science Faculty, University of Toronto, was appointed chairman.

The number of designated areas, in all ten Canadian provinces, was increased to 81, following the widening of criteria for designation. The 35 areas originally designated contained only 7½ per cent of the Canadian labour force. The new designated areas contain 16 per cent. All of these areas are characterized by high and chronic unemployment and low non-farm family incomes.

### Applications For Projects

The department said that since the introduction of the new program, 35 applications had been made for projects in the Atlantic provinces. These projects represent an investment of \$35 million and are expected to provide almost 2,400 new jobs. Applications from Ontario numbered 26, representing an investment of almost \$39 million and more than 2,100 new jobs. From Quebec, 23 applications were received, representing an investment of almost \$57 million and 1,200 new jobs. There were 19 applications from Western Canada, representing an investment of more than \$5¼ million and 325 new jobs.

The Program for the Advancement of Industrial Technology (PAIT), designed to promote the growth of Canadian industry by the application of scientific and technological advances to the development of new products and processes, was launched by the Department of Industry last July. Costs of development projects under the program are shared by the government and the participating firms.

## And Now, Medicare for Zoos

The punsters have turned their sights on medicare for the aged. According to a story in the *Ohio AFL-CIO News and Views*, a lion and a monkey both caught the flu in the zoo. Hoping to prevent the spread of infection, the zoo superintendent placed medication in the ventilating system, explaining that it was "medical air for the caged."

## Proposal to Abandon Ritual Bargaining

An end to "gypsy bazaar" bargaining between management and unions was urged by Ed Lawson, President of the B.C. Brotherhood of Teamsters' joint council.

Speaking to a convention of truck loggers in Vancouver, he said that "no one was fooled by the ritual of labour demand, management offer, new scaled-down labour demand, and a final haggling to settlement."

"Workmen today not only understand company financial reports, but many of them are shareholders," Mr. Lawson said. "All the company is doing is reinforcing the idea that all it will share with the employees is what the union can get at the bargaining table."

He appealed to management to deal honestly with labour. "The company should come in and say: 'We have made this amount of profit; we can pay this amount on increased payroll, and this represents the amount of hourly increase,' then offer it gladly for a job well done."

## William Buss Dies at 63

William (Bill) Buss, Director of Organization for the Canadian Union of Public Employees (CLC) and a former president of the National Union of Public Employees, died suddenly in Ottawa, January 4. He was 63.

Born in London, England, Mr. Buss served in the British Army in the First World War, and in the Royal Canadian Air Force in the Second.

An employee of East York Township for 36 years and a dedicated union worker all his life, he was a former president of the East York Municipal Employees, a founder and president of the township foremen's local. He was also a former president of the Ontario Federation of Public Employees.

In 1955 he was elected the first vice-president of the National Union of Public Employees and was president from 1957 until September 1963 when NUPE merged with the National Union of Public Service Employees to form CUPE.



# Economic Council of Canada

## Finds Close Connection

### Between Education and Earning Power

There is a close connection between education and earning power, the Economic Council of Canada says in its second annual review, "Towards Sustained and Balanced Economic Growth",—and this theme runs through a large part of the review.

The council considers that differences in average educational attainments help to explain the disparity between incomes in the United States and in Canada, and that they are also one of the factors that lie behind the wide differences between average incomes in various parts of Canada.

"Many factors besides education may play an important role in differences in earnings between individuals—for example, differences in ability, intelligence, family background, experience, physical energy, health, personality, and even chance. But accumulating evidence and analysis point more and more to education as a pervasive and basic element contributing to the income potential of people, and therefore also of a whole economy or society, or of particular regions or localities . . .," the review says.

#### Manpower Policy

Among the recommendations made in the review, the council reiterated and expanded upon what it had said in its first annual review about the importance of making the National Employment Service a more effective instrument of manpower policy (L.G., March 1965, p. 221).

It went on to propose that NES should be recognized as "a key opera-

tional agency for implementing manpower policies, and the sole co-ordinating agency of all policies and programs related to the labour market." It said that this could be brought about in a number of ways. It could be done within the Department of Labour, though this "would require a very major change in the function and character of the department."

But it suggested another alternative—"the establishment of a new ministry of manpower services. Such a ministry could be the sole co-ordinator of all manpower policies and programs, including not only those now in the Department of Labour, but also those in the Department of Citizenship and Immigration."

This alternative has, of course, been adopted by the government, and was put into effect at the beginning of 1966.

#### Education and Economic Growth

The council goes briefly into the question of "the economic value of expenditures on education as an investment which yields increased future income benefits," and it says that, according to certain recent calculations, "it has been estimated that the returns of the 'human investment' in high school and university education in Canada are in the range of 15 to 20 per cent per year, with slightly higher rates for an investment in a university education than in a high school education . . .

"This would have an important implication for Canadian economic policy—suggesting that relatively greater

emphasis should be placed on facilitating expanding investment in education in relation to expanding investment in other assets. . . ."

A little further on the review says: "An attempt to make an approximate calculation of the contribution which increased education has made to the growth of the real income of Canadians, and a comparison with similar calculations for the United States, has been undertaken in a special study . . . . The conclusion of this calculation is that the average real income per person in the male labour force is estimated to have been roughly one quarter higher in 1961 than it would have been if the average educational attainment had remained at the 1911 level.

"In other words, these calculations suggest that in the neighbourhood of one quarter of the increase in real per capita income over this period is attributable to the increased educational stock in the labour force. . . .

#### Comparable Calculation

"A comparable calculation for the United States suggests that increased educational attainment was a relatively much more important factor, accounting for more than two fifths of the growth of real per capita income of the male labour force in the United States over the same period. . . .

"Very considerable scope would appear to exist in Canada to promote the growth of average per capita income by improving the educational stock of the labour force. The accumulating evidence

and analysis suggest that the benefits from such improvements can be substantial for both the individuals and the economy as a whole. . . .”

### **Incomes in Canada and U.S.**

The council's review devotes considerable attention to an examination of the causes of the gap between the average income in Canada and the average income in the U.S. "Average income per person in Canada has increased considerably during this century, but has remained persistently and substantially below the average real income per person in the United States. The persistence of this gap is difficult to understand . . . ,” the Council says.

Various methods of measurement suggest that, in 1964, the average income in Canada was at least 25 per cent below the U.S. level, the report continues, and finds reason to believe that “differences in average levels of money income between the two countries can be taken as an approximate measure of the differences in the average levels of real income.”

The council continues: “The relatively higher level of average real income in the United States is a broad and pervasive phenomenon. It is generally reflected in all industrial sectors of the United States economy, including agriculture, and in virtually all occupational groups, as well as in the broad regional pattern of incomes. . . .”

The review mentions a number of factors involved in this difference in average incomes between the two countries. It points out first of all that “Canada has recently had a much lower percentage of its population in the labour force, and an even lower percentage of employment in relation to total population” than the U.S. “One reason for this is the relatively lower proportion of people of working force age in Canada, especially as a result of the exceptionally high post-war birth rates in Canada. Another reason is the lower participation rate among those of working population age, especially as a consequence of the very much lower participation of women in the Canadian labour force—only 32 per cent in Canada in 1960, as compared to over 43 per cent in the United States.”

### **Factor of Influence**

The influence of this factor, the council finds, is such as to reduce the gap between Canadian and American incomes from more than 25 per cent to less than 20 per cent. This means that, although the average standard of living in Canada is more than a quarter lower

## *number of factors involved in difference in average incomes between Canada and U.S.*

than in the U.S. average productivity in Canada is less than a fifth lower.

“The other major factor regarding labour input arises from the higher quality of labour in the United States in terms of the relatively much higher level of educational attainment in the United States than in the Canadian labour force. This factor has been calculated in very rough terms to account for well over a third of the productivity difference between the two countries.”

Among other factors that might account for the difference in incomes in Canada and the U.S., the council considered the amount of capital investment per worker. It made the statement, however, that although the U.S. is generally supposed to have the highest amount of capital per worker in the world, Canada, in fact, has a higher investment of capital per worker than the U.S.

It then goes on to say: “Yet, contrary to many prevailing views, very high capital employment ratios in an economy apparently do not automatically guarantee very high real per capita income. . . . Other factors are also highly relevant.”

### **Comparison in Incomes**

The review made a comparison between average incomes in various regions of Canada and the U.S., and it produced statistics which showed that “only the Ontario and British Columbia regions have achieved levels of personal income per capita higher than the lowest regional grouping in the United States—the seven states comprising the southwest.”

The statistics showed that average per capita income in Ontario was 83 per cent of the average for the whole of the U.S.; in British Columbia, 80 per cent; in the Prairies, 71 per cent; in Quebec, 62 per cent; and in the Atlantic provinces, 47 per cent. Only the southeast region of the United States, with 74 per cent, had a lower average than the two Canadian provinces that had the highest. In the southwest region of the U.S., where the average was the second lowest, it was 85 per cent of the national average; and in the far west region where the average was the highest, it was 118 per cent of the national average.

In seeking to explain the causes of the disparity between average incomes in Canada and the U.S. the council does not appear to attach great importance to

the possible effect of tariff barriers on the relative size of the market in the two countries.

### **Wide Range of Commodities**

It does say, however, that “Many Canadians familiar with various aspects of manufacturing in North America, emphasize the adverse implications for productivity in many Canadian business units from short production runs, frequent change-overs of assembly lines, and inability to spread design and engineering costs. There is considerable evidence that Canadian plants produce a very wide range of individual commodity items, a wider range than is typically produced by plants in the same industry in the United States. To some extent this may be associated with the size of their respective markets and the effect of trade barriers on the structure of Canadian production.”

“In any event, it would appear probable that the same number of employees and an equivalent stock of machinery can achieve higher productivity with a limited number of products than with a more diversified range. In the United States, many small plants prosper and grow in direct competition with the giants of industry, with a size very similar to the typical Canadian plant, but with much larger output per worker.”

Referring to past growth of the Canadian economy, the council says that, during the three decades from the mid-1920s to the mid-1950s, real income per capita in Canada increased by about 70 per cent, or 1.9 per cent a year. After looking briefly at some of the factors that had been responsible for this growth, it said: “Merely to enumerate such factors is to indicate how little is yet known about the many complex sources of economic growth, and how much still remains to be explored. But at least three basic elements might be indicated as facilitating the operation of forces which will contribute to growth.”

The first of the elements was competition, “which tends to act as a major spur to effort and enterprise, and to mobility and flexibility in an economic system.” The second was “a strong advance in education and knowledge.” The third was “success in achieving sustained and balanced economic growth.”

### **Disparity between Incomes**

Disparities in average incomes for different regions of Canada were examined in the review. “Per capita income



## *"high unemployment rate and low participation are symptoms of substantial under-utilization of manpower resources"*

levels in the Atlantic region have ranged below 75 per cent of the average for Canadian regions throughout the period, except for the years toward the end of World War II. After 1946, income levels in the region fell away from the average, and the inclusion of Newfoundland in the data for the Atlantic region since 1949 has somewhat lowered the average level of income shown for that region.

"At the other extreme, Ontario and British Columbia have recorded income levels roughly 25 per cent above the regional average for most of the period. Per capita income in the Prairies shows an extremely wide swing away from the average during the early 1930s, reflecting the particularly adverse impact of the depression upon incomes in this region. Throughout the period, personal income per capita in Quebec has been below the regional average, but since the end of the war the gap has been steadily narrowed."

According to the view expressed in the review, the causes of disparity between incomes in different regions of Canada are similar to the causes of disparity between the U.S. and Canada.

In the first place, "in the period 1960-64, only 27 per cent of the population of the Atlantic region was employed, on average, compared with 34 per cent for the country as a whole, and 37 per cent in Ontario. The smaller size of the employment base accounts for roughly half of the difference in per capita earned income between the Atlantic region and Canada as a whole. It is also an important consideration in explaining the lower average income level in Quebec."

### **Small Employment Base**

The council attributed the comparatively small size of the "employment base" in the Atlantic provinces to an appreciably lower proportion of the population of working age than in any of the other regions, a lower labour force participation rate (47 per cent of the adult population, compared with 57 per cent in Ontario), and a high unemployment rate—7.6 per cent compared with 4.4 per cent for Canada as a whole.

The council says that the low participation rate probably reflects a lack of employment opportunities, and that "both the high unemployment rate and the low participation rate are symptoms of a substantial under-utilization of manpower resources in this part of Canada."

The review pointed out that seasonal influences were stronger in some parts of

Canada than others. In the Atlantic region they were estimated to be about twice as severe as in the country as a whole, and in the Prairie region they were also severe. In Ontario, because of the concentration of manufacturing and other industries not greatly affected by the weather, the adverse effect of seasonal changes was only half as great as the average for the whole country.

Thus, seasonal influences were considered to be another cause of disparities in income between different regions of the country.

During the 1960-64 period, "earnings per employed person in the Atlantic region were about 18 per cent less than the average for all regions. At the other extreme was British Columbia which, in spite of its shorter work week, was about 19 per cent above the average. Ontario was about 10 per cent above the average, and Quebec was about 7 per cent below. The Prairie region as a whole was slightly below the regional average in the five-year period, although income per employed person in this region is subject to considerable variation from year to year because of the fluctuations in agriculture."

As in the comparison between Canada and the U.S., the council held that variations in the average amount of education per person in the labour force were one of the important reasons for variations in income in different parts of Canada.

### **Statistics Presented**

The review gave statistics showing that those with university degrees made up 1.7 per cent of the labour force in Newfoundland, 2.3 per cent in Prince Edward Island, and 2.9 per cent in New Brunswick; while the percentage was 4.7 per cent in Ontario and British Columbia, and 4.5 per cent in Quebec.

Those with four to five years or more of secondary school made up 12.8 per cent in Newfoundland, 16.9 per cent in Prince Edward Island, 24.7 per cent in Quebec, 29.2 per cent in Ontario, 23.2 per cent in Saskatchewan, 28.8 per cent in Alberta, and 37.3 per cent in British Columbia—the average for Canada as a whole being 27.1.

The review adds that, "combined with the direct effects of educational levels on average income, there are also important indirect influences. In particular, a relatively poor structure of educational attainment in a region fails to support or attract those industries and activities

which increasingly rely upon an educated and skilled work force. Together, the direct and indirect effects of educational attainment contribute significantly to inter-regional differences in income."

Although, in comparing incomes in the U.S. and Canada, the council had discounted the effect of differences in capital investment in the labour force per capita, it presented statistics which showed that in Canada, investment was, generally speaking, highest in the high income provinces and lowest in the low-income ones.

### **Incomes by Industry**

The Council examined the question of the extent to which the prevalence of high or low incomes in certain regions of Canada is associated with the predominance of high- or low-income industries in those regions, and it reached the conclusion that this factor is of minor importance in explaining the comparative prosperity of different regions.

"It is clear that average income per employed person varies greatly among the broad sectors of the national economy . . . Income levels in agriculture, fishing and primary forestry are clearly much below the average for all industries, while those received in mining and financial services are much above the average," the review says.

It continues: "Available data, however, indicate that, because of offsetting influences, the differences in the structure of industry among the regions account for only a small part of the inter-regional disparity in earned income. A comparative analysis of employment and earnings per worker as between agriculture and the non-agricultural sector among the five major regions, for example, shows that this kind of structural difference is of only minor importance in explaining inter-regional income differences."

The council said one reason for this is that, although incomes are generally higher in certain industries than in others, even in those industries where they are high, they are not equally high in all parts of the country.

In mining, quarries and oil wells—one of the industries in which incomes are generally much above the average—incomes in New Brunswick were only 65 per cent of the national average for the industry group in 1961, whereas in Alberta they were 124 per cent. On the other hand, in agriculture—generally a low-income industry—the average income in Prince Edward Island was only 53 per cent of the national average for

the industry, but in British Columbia it was 147 per cent.

The review comments: "Earned income per worker would appear to be relatively low in all major sectors of economic activity in the Atlantic area, and relatively high in almost all industrial sectors in British Columbia and Ontario. It is, therefore, the regional differences in industrial productivity, rather than in economic structure, which exert a major influence on regional income disparity . . ."

The council admits, however, that differences in the distribution of the quality and extent of natural resources "underlie, at least in part," the marked variations in income per worker in different regions in certain industries.

"Because of fundamental shifts in the pattern of consumption and advances in technology, however, the relative impact of resources in income differences has clearly declined."

The review continues: "With generally rising incomes, other factors emerge more strongly in the growth process. Of major importance is the concentration of population in fairly small geographic areas in which the most efficient production and distribution is more easily achieved. Moreover, once the process of concentration gets under way, similar powerful forces make it of cumulative importance in growth—production can be scaled still more efficiently to meet enlarging markets; business services and a versatile labour force are close at hand; new technology is more easily developed and exploited; and advanced management skills and enterprise are more readily attracted."

### **Will Stimulate Advances**

"It is on this basis that the concept of the 'growth centre' as a necessary focus for regional growth has been widely advanced and accepted. The concept involves a geographic concentration of appropriate industries whose growth in the region can be effectively fostered. Once set in train, the growth process will stimulate advances in related activities which supply inputs, such as component parts, services, and fuels, to the 'core' industries and make use of their output."

"There is widespread evidence and experience to suggest that the process of economic 'agglomeration' is an increasingly important factor in economic development. The regions of Canada, however, vary greatly in concentration of population and in location advantages . . . The most striking feature revealed by [a map showing the geographic distribution of Canada's population in 1961] is the heavy concentration of

Canada's population—and hence employment and economic activity—along a narrow band extending from Windsor, in southwestern Ontario, to Quebec City on the St. Lawrence River. The metropolitan areas within this narrow band alone account for 31 per cent of Canada's total population. Moreover, much of this area is contiguous to the industrial 'heartland' and major population centres of the United States, thus adding to its locational advantages.

"Outside this central industrial area, the population is widely dispersed, except for a number of metropolitan centres in widely separated parts of the country. . ."

The review also says that although "it appears that the varying regional distribution of economic activity by sector exerts relatively little influence upon inter-regional income disparity. . . This is not to say, of course, that inter-industry shifts from low to higher productivity industries within a region—particularly from the farm to the non-farm sector—will not yield significant results in raising its average level of income. There is scope for these favourable shifts in all provinces, and particularly so in the Atlantic region and Quebec. . ."

### **Regional Problem Unchanged**

In concluding the chapter on "Regional Growth and Disparities," the council says: "Our analysis has shown that over a period of almost four decades . . . the regional problem in Canada has remained essentially unchanged. Large inter-regional disparities in per capita income have stubbornly persisted despite various forces working towards better balance . . ."

"The achievement of a better regional economic balance in Canada will involve a substantial increase in investment in both human and material resources, especially in the lower income regions. Such investment must be guided by sound economic criteria which have regard not only to short-run circumstances, but also to the longer-run strengthening of the basis for economic development, and which take into account not merely the advantages to particular interests, but also the costs and benefits to society at large. The same criteria should apply to broad economic policies designed to stimulate the growth of the lagging areas. . ."

"It will also be recognized that regionally balanced economic development as defined in this review is a long-run goal. Because the conditions contributing to present inter-regional disparity are deep-rooted, it would be a mistake to think that improved balance can be achieved simply and quickly. . ."

## *conclusions and recommendations on future policy*

The council summarized its conclusions and made a number of recommendations about future policy.

"By far the most important factor of production is the human factor, the labour force, which includes all types of manpower employed in the economy, i.e., workers, farmers, owner-operators and other own-account workers, supervisors, and managers," the review said. "Roughly three-fourths of all income in the economy accrues to the labour force, reflecting the contribution of all human resources to production; the balance arises out of the ownership of property, i.e., capital and natural resources."

"Consequently, the quality of the labour force as determined by education, training, skill, managerial competence, and the application of effort, plays a very large role in improving the productivity of the economy. A mounting volume of evidence points to education as a crucially important factor."

The council recommended that "the advancement of education at all levels be given a very high place in public policy, and that investment in education be accorded the highest rank in the scale of priorities."

Referring to the more efficient use of productive resources, the council said: "Productivity depends not only on the quality of the factors of production, but also on the efficiency with which they are used; namely, how effectively labour and capital are combined and organized for production to satisfy wants in our society."

### **Efforts in Many Directions**

"The promotion of increased efficiency is a complex task, and involves efforts in many directions. A number of studies have indicated that there is substantial scope for improvement in Canada in at least two broad areas—the scales of output, including degrees of specialization, and the development and application of new technology."

Canada must recognize that international economic inter-dependence was increasing, the review said. "More specifically, an active and meaningful role by Canada in negotiations to broaden and deepen non-discriminatory multilateral trade coincides with our long-term interests and position as a major world trader. . ."

In particular, the council recommended, among other things, that maximum



## *"fundamental criteria and guidelines for action" put forward by council*

use should be made of the opportunities presented by the present "Kennedy Round of multilateral trade negotiations to remove obstacles to Canadian trade. . . .

"In anticipation of possible adjustments in the structure of production resulting from future reductions in trade barriers, immediate steps should be taken to establish a general program under which adequate and effective assistance would be available to particular industries and groups of workers which may be adversely affected by any such reductions. . . . For workers, the program should include ample provisions to compensate adequately for time lost, for dislocation, and for costs of retraining and transfer. Such provisions are all the more necessary in the absence of adequate labour market policies. . . ."

### **Encouragement for Research**

The council emphasized the importance of encouraging research and development to increase the efficiency of Canadian industry, and it recommended that "the program of tax-based incentives for research and development in industry be continued beyond the lifetime of the present program, which is scheduled to end with the taxation year 1966," and that "the new program be introduced for a prolonged period of, say, 10 years."

The review said that "over the past four decades, there has been relatively little progress towards the achievement of a better balance in the economic development of the different regions of Canada. Despite various policies and programs, very wide disparities have continued to persist in average per capita incomes. Also, there have continued to be wide differences in the extent to which the human and material resources of each region have found opportunities for productive use. . . ."

The council said that "efforts to promote more regionally balanced growth should be aimed at achieving a more rapid increase in the incomes of the lagging regions by methods which do not retard the development of the faster-growing regions of the country."

It went on to put forward certain "fundamental criteria and guidelines for action," including:

- the avoidance, as far as possible, of subsidies merely to create temporary activity or to sustain indefinitely low-

productivity industries and declining occupations;

- the encouragement of efficient agglomerations of activity within the different regions in order to achieve increasing economies of scale, etc.;

- the taking of decisions regarding investment in social capital with due consideration to the economic and social benefits to be obtained in relation to cost;

- the recognition of the urgent need to provide additional financial resources to the governments of the lower-income regions, and through the appropriate federal agencies, in order to help break the vicious circle of low productivity, low incomes, low government revenues and low investments in growth-promoting services;

- the necessity for close co-ordination in the formulation and implementation of consistent regional development policies and programs among all levels of government;

- the avoidance of self-defeating restrictive and divisive measures that interfere with the free flow of goods, capital, labour and enterprise between all the provinces.

### **Achievement of Stable Growth**

Under the heading of "Policies for Stable Growth", the council says that the Canadian economy reached a level of output in 1965 that was nearer to its potential than at any time since 1956. Nevertheless, it says, "general inflationary pressures have not developed up to the present. Nor does recession appear to be an imminent danger. The over-all expansion has, on the whole, been remarkably stable. . . ."

Nevertheless, in the present situation, "supply factors require much more careful attention," the review says. "First, under the spur of vigorous competition, greater efforts must be devoted to making more efficient use of available productive resources which will generally be in shorter supply in relation to demand than in recent years. Second, although there is no clear evidence of excessive over-all demand growth resulting in general overheating in the economy, certain symptoms of strain have appeared in 1965, particularly in the form of growing elements of mismatching of supply and demand."

But the council considers that "the factors of increased efficiency and better matching of supply and demand in the use of our productive resources . . . should be the areas of most immediate concern at this time for both private and public policies, if our employment and growth goals are not to be endangered

## *"placement service" should be key operational agency for manpower policies*

by spreading inflationary pressure patches in the economy. Failure to prevent the spread of such patches by means of more effective measures to increase efficiency and promote a better matching of supply and demand would inevitably require a curtailment of general demand forces. . . .

"The area of greatest need for urgent and effective action is that of manpower and labour market policies. The goal of a sustained high level of employment will be jeopardized without such action."

### **Reiterated Recommendations**

The council referred to the recommendations for the improvement of manpower and labour market policies that it had made in its first review and reiterated what it had said. "Since our first annual review was published, steps have been taken to separate the National Employment Service (NES) from the Unemployment Insurance Commission and have it transferred to the federal Department of Labour. This is a necessary beginning toward achieving appropriate co-ordination of manpower policy. However, the way in which the NES is transferred to the department is of crucial importance. Simply relocating the NES as a branch of the department will not suffice.

"What is needed is a manpower agency which would be more than a 'placement service,' important as this function is. It should be a key operational agency for implementing manpower policies, and the sole co-ordinating agency of all policies and programs related to the labour market. There are a number of alternative methods for ensuring that this manpower agency could fulfil these important roles.

"For example, this could be done within the Department of Labour; but this would require a very major change in the function and character of the department. Under such an arrangement, the head of this agency would need to have under him all of the relevant manpower functions at present being carried out in a number of branches of the Department of Labour, such as technical and vocational training, the manpower consultative service, research, etc.

"The operating head of the agency would need to have the highest possible status under the Minister of Labour. In addition to being a first-rate administrator of a very large organization with a wide range of complex functions, the

head of this agency would need to be qualified to work with other departmental heads who are concerned with general economic policies."

The review then mentioned the alternative of the establishment of a new ministry of manpower services, referred to at the beginning of this summary.

**Advocates Stronger Committees**

The council referred to the statement that it had made in its first annual review, to the effect that if a public employment service were to be truly effective, those who were directly affected by its operations would have to have the opportunity of advising it. For this purpose, it had said, besides a strong national advisory committee, "effective regional and local advisory committees are essential." The employment service was basically a field operation, and this meant in effect that "policies" can be implemented only by the regional and local offices. It is at the local level where the demand for labour market services exists. For these reasons, we emphasized the urgency of establishing much stronger advisory committees than currently exist at the regional offices of NES and at the local office level of at least the larger urban centres across the country. . . ."

Without such local participation, the council said, "the best policies adopted at the national level will have little prospect of being effectively implemented."

Regarding technical and vocational training, the council stated that although vocational education and training had been greatly expanded under the Technical and Vocational Training Assistance Act in recent years (L.G., Jan. 1965, p. 5) "these programs are having comparatively little effect on the adult labour force. Their primary effect has been on the expansion of facilities for students in vocational high schools. There has not been any significant breakthrough in the training or retraining of existing members of the labour force. . . ."

"In spite of the increasing number of well-trained young people coming into the labour force, the present deficiency in the supply of skilled manpower will take many years to remedy. . . ."

**Shortcomings Noted**

The council pointed out what it considered to be shortcomings in the "four relatively under-used programs on the federal statute books . . . intended to provide pre-employment training for people out of school, training in co-operation with industry, training of the unemployed, and training of the disabled."

*repeats what it said in first review about need "to develop comprehensive and reliable information on job vacancies"*

The review gave a number of reasons "for the inadequate use of these programs," and asserted that "effective steps must be taken to overcome these deficiencies and shortcomings."

The council repeated what it had said in its first review about the need "to develop comprehensive and reliable information on job vacancies." It said the results of experimental programs undertaken in the U.S. during the past two years had been promising, and urged that a similar program should be "undertaken jointly by the proposed new manpower agency and the Dominion Bureau of Statistics."

Referring to programs of assistance to promote manpower mobility, the council expressed satisfaction at the announcement by the government last spring of a new program to further assist workers moving to new jobs, but it showed its disappointment at the delay in putting this program into effect.

The review expressed doubt about the division of unemployed workers into two categories in the administration of the program, one category qualifying for outright grants, while the other received loans repayable over a two-year period. It said that "it seems to us that the loan feature of this program will prove self-defeating."

The council anticipated that the present shortages of management, professional and skilled labour would continue, and probably be intensified. It suggested that a number of steps should be taken to make the best use of available manpower of this kind, and to train more people for positions of this type.

**Pressure on Prices and Costs**

The council expressed some concern about the possibility that pressure on prices and costs might develop. It said that even if Canada were not "exposed to any serious degree of importation of inflation from outside, an important current requirement for averting the emergence of a widespread pattern of excessive price and cost pressures is to maintain flexibility and competitive markets in the economy. This will help to minimize the risks of bottlenecks and inflationary pressure points which basically reflect inefficiencies in the use of resources, and which offer opportunities for excessive wage and price advances through the exploitation of special situations."

The council said that it would be "reporting more fully in the coming year

on the government's request that we study the factors affecting price determination, and the inter-relation between movements in prices and costs, and levels of productivity and incomes." It said that it wished "to emphasize in the strongest possible terms that sustained high employment and sustained progress toward the economy's 1970 potential will depend to a very important degree on the maintenance of an adequate measure of price and cost stability . . ."

It recommended examination of various possible methods for helping to contain excessive price and cost pressures at particular points in the economy, and to promote competitive conditions favourable to the maintenance of reasonable price and cost stability.

The council said it believed that "the basic strategy of monetary policy should be concerned with expanding the money supply roughly in line with growing potential output, with a view to facilitating stable expansion of total final demand." But it added: "We recognize . . . that the degree of success of such a monetary policy strategy will depend critically on whether a comparable strategy is being pursued in the United States . . ." It said also, that in view of certain circumstances it mentioned, "any markedly divergent monetary policies between Canada and the United States are not feasible."

**Program Will Modernize British Industry**

Britain's Labour Government has decided to launch a crash program to modernize British industry. It was announced in January that the government has decided to provide cash grants of about £250,000,000 (\$750 million) a year to companies that tear down old factories and machines and replace them with new structures and equipment. These unique grants will cover 20 per cent of the cost of new plants in the more prosperous areas, and will be doubled to 40 per cent in areas that have more industrial space and unemployment.

The Government hopes that the larger grant will lure industry away from congested areas. Legislation of the program is expected in the spring, but payments will be back-dated to cover new investments launched on or after January 17.



# Overcoming the Shortage

## By Training...

A shortage of professional and technical manpower has been reported from many parts of Ontario as a result of current expansion. In order to determine the nature and extent of skilled manpower requirements, the Ontario Economic Council arranged for a survey to be undertaken by the federal Department of Citizenship and Immigration in association with the provincial Departments of Labour, Education, and Economics and Development.

The province-wide survey was made in May and June 1965, and a total of 3,931 firms, employing 764,411 workers, was canvassed. This represents 31.2 per cent of the estimated employed labour force of the province.

The total requirements in skilled occupations for the years 1965-66, as shown by the canvass of employers, amounted to 69,225, and of this number 33,746 were needed immediately. More than half of the requirements were in the countries of Essex, Waterloo, Wentworth and York. Manufacturing industries accounted for 51.4 per cent of the total requirements, professional services for 19.7 per cent, followed by the construction and mining industries.

### Shortages of Skilled Labour

The survey showed that there were shortages of skilled labour in all parts of the province and in almost all occupations. Welders, mechanics, machine-tool operators, and tool— and die-makers were hard to find. The construction boom, especially in the cities, has resulted in an acute shortage of all building tradesmen. The increasing activity in mining has caused an immediate demand for miners, and an urgent need for electricians, mechanics, heavy equipment operators and other allied tradesmen. In most industries, there appears to be a continuing need for engineers of all types, architects, surveyors, technicians and draftsmen.

A summary of the findings of the survey was given in a recent report of the Ontario Economic Council on Hu-

man Resource Development in the province of Ontario.

This report said the Council "realized that, if we are to come even close to attaining our economic goals, we must

raise sharply our general level of vocational and academic attainment."

The report incorporated the findings of a committee appointed to explore the

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## ...and Immigration

Ontario's 1,300,000th postwar immigrant, Mary Cruikshank, a young Scottish woman who will work as a cartographic draftsman for the consulting engineering firm of H. G. Acres and Co. Ltd., Niagara Falls, was welcomed at Toronto International Airport early in January by two provincial Government

officials, S. W. Clarkson, Deputy Minister of Economics and Development, and J. S. Yoerger, Deputy Minister of Citizenship.

Like many rapidly expanding Canadian firms, H. G. Acres and Co. has been unable to fill its needs for engineering and technical personnel in Canada, and in 1965 it enlisted the aid of the overseas recruitment services provided by the Ontario Department of Economics and Development.

During the past year, an advertising program, which was paid for by the company and arranged by Ontario House in London, produced 1,500 inquiries from across Britain. Of this number, 250 engineers, technicians, and draftsmen were interviewed, and 75 of these are joining the various companies of the Acres Group.

### 4,500 Persons Interviewed

In 1965, Ontario immigration offices in Britain interviewed 4,500 persons; and at the main office, Ontario House in London, 1,090 offers of employment were made by 62 company representatives from Ontario. At the Glasgow office, opened in 1965, a further 439 offers were made.

Last year, some 170 Ontario firms were assisted by the Immigration Branch of the Department of Economics and Development, and 103 of these companies spent \$95,000 in advertising in British newspapers for skilled personnel. The Ontario Government plans shortly to undertake an extensive advertising program of its own.



Cartographic draftsman Mary Cruikshank confers with Walter Reininger, engineer, at an H. G. Acres Co. site near Thorold.

# International Unions:

## *How Influential Are They?*

The question of United States' domination of Canadian labour is high in the forum of public discussion, especially in Quebec (see page 80). Many of the critics are businessmen, some heading companies wholly owned by United States' capital, says William Dodge, Executive Vice-President of the Canadian Labour Congress in a recent article in the *Federated Railwayman*.

According to Mr. Dodge's article, these critics want to see Canadian labour divorced as quickly as possible from United States' unions, even though U.S. resources are often the deciding factor in putting a Canadian union local on fairly equal terms with an employer in a collective bargaining position, or in making it possible to continue the strike until a reasonable settlement is reached. Mr. Dodge claims that even the Confederation of National Trade Unions, so highly critical of international unions today, is not too nationalistic to refuse financial assistance from this source.

Of course there has been criticism from within labour itself, Mr. Dodge says; but he cuts down these in-grown critics by dissecting them into two parts:

- splinter groups—purely propaganda vehicles, company-sponsored substitutes for genuine unions, or union remnants still in the clutches of left-wing political elements;
- sectarian organizations that depend primarily on a language or cultural label for a principal weapon in organizational activity.

### **Pragmatic About Unions**

Mr. Dodge concludes that the Canadian worker is usually very pragmatic about unions. He wants a union which will render him service, and usually he doesn't care if it is an international or a national one, craft or industrial, rich or poor, large or small. If his union is doing a good job for him, all the demagogic appeals to his Canadianism, his desire for autonomy, and even his language and cultural difference will make no impression.

Purely Canadian unions must also satisfy this basic requirement. Their members will remain as long as the service is satisfactory. Nothing will prevent their leaving to join an international or another national union if the standards are indifferent. Mr. Dodge claims that this is

true in Quebec as well as in the rest of Canada. It is also the reason why 70 per cent of the organized workers of Canada belong to international unions. A considerable majority are satisfied with the service these unions provide.

"It is perhaps true that some international unions are open to criticism on the grounds of poor service, but this also is the case with some purely Canadian unions."

### **Trade Union Policy Examined**

If, as Mr. Dodge suggests, the international unions in Canada give satisfactory service, then to what extent are Canadian members prevented from making independent policies in bargaining and other fields? In his article, he examines several features of trade union policy in Canada to see if they are dictated by the U.S. headquarters of the unions.

The Canadian Labour Congress, he said, aligns itself with a political party; the American Federation of Labor and the Congress of Industrial Organizations (AFL-CIO) strongly disapprove.

"Partisan political action by unions affiliated with the Canadian Labour Congress is one issue on which the politicians and businessmen who are critical of U.S. domination of Canadian labour would prefer a little domination," he said. The policy of non-partisanship, according to Mr. Dodge, is shared by the Confederation of National Trade Unions (CNTU) and the AFL-CIO. The CLC—supposedly under the domination of the United States' labour movement—rejects this policy, he said.

### **International Policy**

Mr. Dodge explained that another example of Canadian independence in international unions is the Canadian labour movement's general approach to international affairs:

- the CLC advocates the recognition of Red China and her admission to the United Nations; the AFL-CIO is diametrically opposed to this policy;
- the CLC wants normal diplomatic and trade relations with Cuba; the AFL-CIO urges diplomatic isolation and a trade boycott;
- the CLC wants a cessation of hostilities in Viet Nam; the AFL-

CIO uncritically supports U.S. policy;

- the CLC supports positive programs of aid to trade unions in underdeveloped countries; the AFL-CIO stresses the more negative policy of anti-communism.

Mr. Dodge continued: "It may be argued that some or all of our policies are unsound, but it cannot be charged that they are dictated by the United States headquarters of international unions."

### **Inevitable Similarities**

The close association between the American and Canadian movements has unquestionably had an effect upon attitudes on both sides of the border. This is especially true in the field of labour-management relations, Mr. Dodge said. Collective bargaining policy in Canada, although rooted in the United States, has undergone considerable adaptation to accommodate the legislative labour differences of the two countries.

Mr. Dodge believes that Canada and the United States have inevitably produced a similarity in their systems of labour-management relations because of their almost identical economic philosophies, production processes, technological development, ownership and control, and educational orientation. This applies in some respects to bargaining techniques and in some respects to bargaining objectives. An examination of collective agreements clearly indicates that salary structures and work rules are the same. Individual grievances, technological change, and rights are covered by similar patterns of contractual provisions.

In qualifying his use of the phrase, "in some respects," Mr. Dodge said that he was referring to wage demands, conditions of work in the plant, welfare and pension plans and other features of the usual collective agreements.

### **Economic Planning**

During the past few years, both labour and management in Canada have had vigorous discussions on economic planning and their roles in it. Resulting from these discussions, exciting new agencies such as the Economic Council have emerged. Mr. Dodge said that labour and management now have to do

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# Help For Emerging Countries

## **Delegates from 27 countries deal with manpower And social and labour problems**

If industrialization has an important role to play in economic and social development, the metal trades also have a prominent role. This was the major assertion that came out of the Metal Trades Committee of the International Labour Organization which ended its Eighth Session in Geneva, December 17, 1965.

The committee brought together representatives from governments, employers and workers from 27 countries, including six delegates from Canada.

Since part of metal production provided the tools used by the other sectors in their productive processes, the committee concluded that the metal trades have a multiplying effect in stimulating employment and contributing to auxiliary industry growth in developing countries. The committee also felt that metal production was a dynamic factor in prompting technical and scientific development, and went a long way toward helping the economy as a whole.

### **Conclusions**

However, the conclusions point out that if the metal trades are in need of capital, they would not be able to bring about a lasting expansion unless a sufficiently progressive skilled labour force is available to take advantage of capital resources and new techniques. The development of human resources and the continuous improvement of technical skills are key factors for development of the metal trades.

The committee felt that international technical co-operation programs should concentrate on providing suitable means for training projects to be carried out within the developing countries. This could be done by:

- establishing equipped training centres;
- sending experts, technicians and instructors;
- carrying out training in firms with foreign participation;
- advanced training in industrialized countries.

The committee reached several conclusions concerning the choice of techniques, working conditions, environment and labour-management relations. It felt that the latter could greatly contribute to industrial development by strong and sufficiently independent employers' and workers' organizations. It also felt that organizations in both developing and industrialized countries should be given the chance to take part in international co-operation programs.

### **ILO's Special Role**

Other conclusions of the committee were devoted to ILO's special role in relation to the metal trades. These conclusions note that industrialization brings into play such factors as labour policy, manpower planning, vocational training, advanced training of managerial staff, productivity, living and working conditions, and social institutions which form the framework for industrial relations.

The conclusions state that the various ILO industrial committees can, by their very nature and knowledge, evaluate the needs and arouse understanding and support for industrialization policies. It was stated also that ILO should continue making one of its major contributions—in the field of vocational training.

The committee felt that training at the national and regional level should be aimed at increasing the skills of the best workers. A good example of this was the Advanced Technical and Vocational Training Centre at Turin which caters to crafts in the metal trades since it can receive instructors, technicians and highly skilled workers in many branches of the metal trades. Various suggestions were also made relating to ILO action with regard to living and working conditions, labour-management relations, problems of international co-operation experts, and co-ordination of international co-operation.

The committee adopted a series of conclusions on the second technical question on the agenda—the role of employers' and workers' organizations in

programming and planning in the metal trades.

The main reason for the interest in methods of programming and planning is that they enable over-all forecasts to be made. These forecasts are useful as "guides to action" for management and labour, but they should not restrict the freedom of employers' and workers' organizations.

The conclusions take into account the variety of methods of programming and planning derived from differences in the political, economic and social structures. It was felt indispensable for employers' and workers' organizations to draw up, put into effect and review programs and planning measures. To ensure this participation, the committee advised:

- direct representation of employers' and workers' organizations on program and planning committees;
- participation by management and labour representatives on committees that make national and international economic and social policy and that are responsible for drawing up programs and plans;
- agreements between employers' and workers' organizations aimed at social benefits for the workers.

The committee also adopted various resolutions concerning the freedom of associations, reduction in working hours, women workers, labour statistics and future ILO action.

### **Delegates Attending**

Delegates to the meeting came from Argentina, Australia, Austria, Belgium, Brazil, Canada, Chile, Denmark, Finland, France, Federal Republic of Germany, India, Israel, Italy, Japan, Mexico, Netherlands, Norway, Peru, Sweden, Switzerland, Ukraine, United Kingdom, United States, Uruguay, USSR and Yugoslavia.

Spain sent an observer delegation. There were representatives also from in-

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## Female Welders to the Rescue!



Learning a trade in Windsor, Ontario

—Photo by Detroit News

During World War II the United States Government sought information to guide and assist executives in planning for the employment of large numbers of women in factory work\*.

Drawing on the similar experience of Britain and Germany, an attempt was made to categorize jobs into (a) those which were unsuitable for women because of physical limitations; (b) those in which women excelled; and (c) those which they performed satisfactorily.

In this latter category it was found that women had successfully mastered the welding trade, and demonstrated ability in the welding of steel fabricated plates varying from  $\frac{1}{8}$  inch to  $1\frac{1}{2}$  inches thick. They had also successfully used flame-cutting machines for cutting intricate shapes from steel plate ranging in thickness up to 8 inches.

In Canada more recently, a special course conducted under Canadian Vocational Training Programme 5 has been responsible for the training and placement of 42 women welders in Windsor.

After a six-week course, the women were placed mainly with two firms engaged in the fabrication of aluminum products such as air-conditioning equipment and boats.

The firms had been experiencing difficulty in recruiting workers for arc welding which requires some degree of

skill. By hiring the newly trained women welders they have resolved their shortages and placed themselves in a position to undertake additional contracts of substantial size.

### Former Occupations

The bulk of the trainees were former factory workers. A few had been employed in the sales and clerical fields, and five were former waitresses. Also among them were two former baby-sitters, a clerk typist, a cleaning woman, and two trainees who had reported no previous occupation.

Ten of the women were listed as married, 13 single, and the balance either separated, widowed or divorced. In the separated category a considerable number had dependents, which made economic need an important factor in their decision to undertake this training and employment.

The age range specified as eligible for training was 17 to 65, and the number was evenly divided between those under 35 and those over 35, the eldest being a 51-year-old widow who had formerly worked in a cannery. The largest group, numbering 15, were in the 35 to 44 year category, while six were in the over-45 category.

The women welders work 8 hours per day. Their starting rate of pay was \$2.05

per hour, and after two months' work progressed to \$2.24 per hour.

Working clothes for the girls consist of a pair of overalls, a sweatshirt and a fiberglass helmet for face and eye protection.

Future opportunities for women in this field should expand. According to the course instructor, there is a definite place for women welders in industry, especially in auto manufacture. The employers reported satisfaction with their services and have found it necessary to make only minor working adjustments, such as eliminating the lifting of heavy weights. The welders themselves have adjusted to their new employment and are earning more than at any time in any of their previous occupations.

Responsible officers of Canadian Vocational Training Program 5, in cooperation with the Department of Education in Windsor are prepared to organize additional training courses whenever a sufficient number of trainees is forthcoming.

### JOB OPPORTUNITIES

Fitting the right person into the right job, a service provided without cost to both employer and employee, has always been the prime concern of the National Employment Service

When zonal clearance fails to produce results, vacancies may be listed with other NES offices. To speed communications for this purpose, major offices have been equipped with TELEX units.

With this end in view, Quebec's Montreal region pioneered the establishment of a "Job Opportunity" program on radio in 1949.

More recently the "Job Opportunity" programs have moved to the medium of television. Some 30 TV stations across Canada feature 12-minute telecasts, often as a public service.

Subject matter consists of questions and answers on NES activities, live interviews between job applicants and employment officers or prospective employers, interviews with other interested persons such as school counsellors, and descriptions of available jobs.

Existing job vacancies determine the type of listeners aimed at, and guide the choice of area as well as telecast hour.

A further development to help maintain viewers' attention during the program is the use of a set of 200 background photographs, each of which depicts a specific category of employee at work, such as the electronics assembly workers pictured on the cover.

\* *Women in Factory Work—Studies in Personnel Policy, No. 41, National Industrial Conference Board Inc., New York, 1942.*



# ISRD Congress To Be Held in Germany

## Expert assistance

## Provided by ILO

"Industrial Society and Rehabilitation" will be the theme of the Tenth World Congress of the International Society for Rehabilitation of the Disabled to be held in Wiesbaden, Germany from September 11 to 17, 1966.

*The Deutsche Vereinigung für die Rehabilitation Behinderter* (German Society for Rehabilitation of the Disabled) is responsible for the excellent arrangements that have been made. Dr. H. C. Heinrich Lübke, president of the Federal Republic of Germany has consented to be patron of the congress, and Dr. K. Lindemann, renowned orthopedic surgeon, is the president.

### Congress Program

Subjects of the plenary sessions will include: "Rehabilitation and Social Legislation," "Vocational Rehabilitation in Modern Industrial Society," "Certain Psychological Aspects of Rehabilitation in the Industrial Society," "Rehabilitation Possibilities in Different Cultural Areas," "The Disabled Meet the Challenge," and "The Social Claims of the Disabled."

In addition, each day will see a series of simultaneous sectional meetings. Among the subjects to be discussed are: "Housing for the Disabled," "Vocational Rehabilitation of the Severely Disabled," "Prosthetics, Orthotics and Technical Aids," "Sheltered Workshops," and "Sports for the Disabled." The special problems of various groups will be included.

### Special Events

An international exhibition has been designed to illustrate the theme of the congress and to show advances made in the field of rehabilitation. The latest in technical equipment, materials, methods and developments in all aspects of rehabilitation will be on display. Awards will be presented for the best exhibits.

The International Rehabilitation Film Awards will be presented during the congress, and an International Film Theatre will show films entered in competition. These films must have been

made since 1963 and depict various aspects of services for physically handicapped persons.

The Lasker Awards will also be presented during the congress. These awards (three in number) are presented to individuals or groups whose accomplishments have been of international significance in the development of services for the disabled.

### Seminars and Courses

As part of the overall congress program, special seminars and courses will be conducted on: "Construction of Prostheses for Upper and Lower Extremities;" "Education and Special Education;" "Prosthetics and Orthotics for Paramedical Personnel;" "Vocational Rehabilitation Assessment of Disabled Individuals."

### Disabled Participants

A special committee is planning for the participation of disabled persons. All necessary arrangements regarding transportation and accommodation will be looked after for any requiring help of this kind.

### Post-Congress Tours

A number of post-congress tours have been arranged as well as visits to rehabilitation centres as part of the conference program.

## SERVE MANY COUNTRIES

In 1955, the recommendation concerning Vocational Rehabilitation of Disabled Persons (Recommendation No. 99) was adopted by the International Labour Conference and still serves as a basic statement of ILO policy.

The International Labour Organization has recently carried out a reorganization of its services, and the vocational rehabilitation program is now part of the Manpower Planning and

By the staff of Civilian Rehabilitation Branch,  
Department of Citizenship and Immigration

Organization Branch in the Human Resources Department. This provides a close link with employment policy and manpower objectives, manpower assessment and planning, employment services, vocational guidance and occupational information.

In a recent statement, ILO Director General David Morse said, "We believe that by locating vocational rehabilitation within the context of overall manpower planning, as a clearly identified supporting activity, our programs in this field will be strengthened and carried forward as part of the general program for the development and utilization of human resources in economic and social development. The human resources program of the ILO has expanded in scope and in coverage to the point where approximately 80 per cent of expenditures for technical assistance is in this area."

### Umbrella Factory in Addis Ababa

An example of the kind of work being done in this area is the program established in Addis Ababa. Edgar Marsland, ILO expert, with the support of the Haile Selassie Foundation, worked out plans for the establishment of an industry known as United Abilities which now employs 35 blind, deaf and orthopedically handicapped persons previously judged to be unemployable. The factory, after less than a year of operation, manufactures 4,000 umbrellas a month.

### Technical Assistance

In the last ten years, 38 countries have received assistance in 58 vocational rehabilitation projects. This assistance is provided through the United Nations Expanded Program of Technical Assistance from its regular budget or by means of a trust fund.

Surveys, fellowships, equipment, or the services of experts assigned to carry out missions, may be provided. At the present time, experts are working to help governments establish vocational rehabilitation programs in Asia, Chile, Ethiopia, Guatemala, India, Iraq, Malaysia, Tunisia, and Uganda.

# OECD Meeting

## Stresses Importance of Science and Technology

The growing importance of science and technology and their impact on national policy were stressed by ministers responsible for such matters in member countries of the Organization for Economic Co-operation and Development (OECD) and Yugoslavia, meeting the second time in Paris on January 12 and 13. Alain Peyrefitte, French Minister for scientific research and questions of nuclear and space research, acted as Chairman.

Observers from Finland, the European Economic Community, the European Coal and Steel Community, European Atomic Energy Community, (EURATOM), and the Council of Europe also attended the meeting.

The delegates examined the key role that technical innovation must play in bringing about more rapid returns from the growing volume of scientific knowledge. The ministers stated that although the speed and effectiveness of technical innovation depended primarily on industrial capacity and initiative, and on the quality and quantity of the labour force, governments had a growing responsibility to develop appropriate policies—economic, scientific, educational, social and legal to assist the process of change.

They recommended that OECD strengthen the link between science and the economy by concentrating on:

- advanced technological industrial sectors requiring large-scale research;
- the effects of foreign investment on national scientific and technological potential;
- the methods being used by member governments to choose economic and technological sectors for industrial and governmental research and development;
- the collective experience of member governments in stimulating technical innovation such as civil development contracts, government procurement, technical information, and advisory services for industry.

### Fundamental Research

A report on fundamental research and government policies was examined and endorsed by the delegates. It was concluded that research should be made into long-term economic investment, higher education and the extension of knowledge. Particular attention was paid to the financing of research, improvement of

university structures and procedures, and governmental research programs.

The delegates considered proposals for more effective ways of making use of resources for research through selective effort and European co-operation. They agreed on the need to carefully examine the feasibility of selecting "European Centres of Excellence", with the idea of facilitating the exchange of students and research workers between countries.

The delegates also discussed the role of the social sciences in national policy, and the contribution that social science research could make toward adjusting society to the rapid social and economic changes brought about by scientific and technological advances.

At the international level, a proposal was also recommended for comparative surveys of development of these sciences and policies and for internationally comparable statistical data, as well as for training and information services.

The ministers predicted a continuing growth of international co-operation in scientific research and technological development. They considered it necessary to strengthen the ties of economic and industrial co-operation, and the free exchange of knowledge. They also stressed the importance of a coherent policy for international co-operation. This implied effective co-ordination within each government, and co-ordination and consultation with regard to new proposals between governments and international organizations. This was considered to be all the more important in those countries with limited resources that have a special interest in international or regional co-operation.

### Looking to the Future

The delegates agreed to meet again within possibly two years. They decided that one of the main themes of the future should be the social and economic consequences of scientific and technical research, keeping in mind the differences in potential in less-developed countries.

They recommended the establishment of a temporary working party—composed of some heads of delegations to the OECD and of senior officials—that would make proposals within three months to the OECD Council on how the work of the interim committee could be combined with OECD activities, and

how it could be co-ordinated with the scientific effort of other international organizations.

## International Unions

*Continued from page 91*

some profound thinking about their new roles in economic planning. They are beginning to realize that their demands on the economy must take into account the national interest, and they are exploring such concepts as incomes policy, industrial rationalization, and more governmental intervention in economic affairs.

Mr. Dodge believes that it is in such areas that the independence of Canadian management and labour becomes important, and that it is by no means clear that the economic interests of Canada can be served adequately by adopting policies similar to those acceptable to government, business and labour in the United States.

"This will present many complex problems," Mr. Dodge concluded, "but I think it has been established that we are capable of making our own decisions in Canada and are determined to act in the interests of our own country and our own people."

## ILO Metal Trades

*Continued from page 92*

national governmental and non-governmental organizations.

For Canada, the head of the delegation and Government delegate was C.R. McCord, Director, Annuities Branch, Department of Labour, Ottawa; Government delegate, D. T. Cochrane, Industrial Relations Office, Federal Department of Labour, Halifax, N.S. Worker delegates were: Alex Reith, International Association of Machinists and Aerospace Workers, Toronto; and Lucien Boucher, First Vice-President of National Metal Trades Federation, Arvida, Quebec. Employer delegates were: R. W. Sutton, General Manager, Kingston Shipyards, Kingston, Ontario; and William W. Towill, Manager, Industrial Relations, Thompson Products Ltd., St. Catharines, Ontario.



# Employment Review

Employment in January, at 6,734,000, declined by 199,000 from December.

Unemployment rose by 107,000 to 359,000 during the month, about normal for this time of year. The labour force declined by 92,000, which was in line with the seasonal pattern. The unemployment rate in January represented 5.1 per cent of the labour force, compared with 5.9 per cent in January 1965, and 6.9 per cent in January 1964. Seasonally adjusted, the January 1966 unemployment rate was 3.5 per cent.

Employment in January was 273,000, or 4.2 per cent higher, and unemployment 48,000 lower than a year earlier. The labour force, at 7,093,000, was 225,000 higher than a year earlier.

## Employment

The employment decline between December and January stemmed mainly

from seasonal reductions in outdoor activities and the release of temporary help hired for the Christmas season. The decline was distributed among all age groups, with teenagers accounting for one fourth of the over-all decrease.

Total employment in January showed a rise of 273,000, or 4.2 per cent, from a year earlier. Non-farm employment was up by 331,000, or 5.6 per cent. Farm employment was 58,000 lower than in January 1965.

As in the past few months, the largest year-to-year employment gains were in the service-producing industries. Construction employment continued at a substantially higher level than the year before. All regions shared in the employment advance.

## Unemployment

Unemployment rose by 107,000 to 359,000 between December and January, a normal increase for this period. The January estimate was 48,000 lower than a year earlier.

Of the 359,000 unemployed in January, some 301,000, or 84 per cent of the total, were unemployed for less than four months. The remaining 58,000, or 16 per cent of the total, had been unemployed for four months or more; in January 1965, the proportion was 22 per cent.

The review is prepared by the Employment and Labour Market Division of the Economics and Research Branch.

## Labour Market Conditions

Labour Market Areas	Labour Surplus				Approximate Balance		Labour Shortage	
	1		2		3		4	
	January 1966	January 1965	January 1966	January 1965	January 1966	January 1965	January 1966	January 1965
Metropolitan.....	3	4	7	8	2	—	—	—
Major Industrial.....	9	10	13	14	4	2	—	—
Major Agricultural.....	3	5	10	9	1	—	—	—
Minor.....	22	28	25	25	11	5	—	—
Total.....	37	47	55	56	18	7	—	—

# Classification of Labour Market Areas—January

	<i>Substantial Labour Surplus Group 1</i>	<i>Moderate Labour Surplus Group 2</i>	<i>Approximate Balance Group 3</i>	<i>Labour Shortage Group 4</i>
<b>METROPOLITAN AREAS</b> (labour force 75,000 or more)	QUEBEC-LEVIS ← St. John's VANCOUVER-NEW WESTMINSTER- ← ABBOTSFORD	CALGARY ← EDMONTON ← HALIFAX ← HAMILTON ← MONTREAL ← WINDSOR ← Winnipeg	Ottawa-Hull Toronto	
<b>MAJOR INDUSTRIAL AREAS</b> (labour force 25,000-75,000; 60 per cent or more in non- agricultural activity)	Corner Brook Joliette LAC ST. JEAN ← Moncton New Glasgow Shawinigan SHERBROOKE ← SYDNEY-SYDNEY MINES ← TROIS RIVIERES ←	Brantford Cornwall Ft. William-Pt. Arthur GRANBY-FARNHAM- → COWANSVILLE KINGSTON ← Niagara Peninsula Oshawa PETERBOROUGH ← Rouyn-Val d'Or SAINT JOHN ← SARNIA ← Timmings-Kirkland Lake- New Liskeard Victoria	Guelph Kitchener London Sudbury	
<b>MAJOR AGRICULTURAL AREAS</b> (labour force 25,000-75,000; 40 per-cent or more in agri- culture)	Charlottetown Riviere du Loup THETFORD-MEGANTIC- ST. GEORGES	Barrie BRANDON ← ← CHATHAM ← Lethbridge MOOSE JAW ← North Battleford Prince Albert REGINA ← SASKATOON ← Yorkton	Red Deer	
<b>MINOR AREAS</b> (labour force 10,000 to 25,000)	BRACEBRIDGE ← Bathurst Bridgewater Campbellton CHILLIWACK ← DAUPHIN ← Drummondville EDMUNDSTON ← Gaspé GRAND FALLS ← KAMLOOPS ← Montmagny Newcastle OKANAGAN VALLEY ← Quebec North Shore Rimouski STE. AGATHE- ST. JEROME ← St. Stephen Sorel Summerside TRURO ← Yarmouth	Belleville-Trenton Central Vancouver Island Cranbrook Dawson Creek FREDERICTON ← Kentville LACHUTE-STE. THERESE ← LINDSAY ← MEDICINE HAT ← NORTH BAY ← Owen Sound PEMBROKE ← Portage la Prairie Prince George-Quesnel Prince Rupert SAULT STE. MARIE ← St. Hyacinthe St. Jean SIMCOE ← Swift Current TRAIL-NELSON ← Valleyfield Victoriaville WEYBURN ← Woodstock, N.B.	Beauharnois Brampton Drumheller Galt Goderich Grande Prairie Listowel St. Thomas Stratford Walkerton Woodstock- Tillsonburg	

→ The areas shown in capital letters are those that have been reclassified during the month, an arrow indicates the group from which they moved. For an explanation of the classification used, see page 76, Jan.-Feb. 1966 issue.



# Labour Statistics

Principal Items	Date	Amount	Percentage Change From	
			Previous Month	Previous Year
<b>TOTAL CIVILIAN LABOUR FORCE*</b> .....(000)	Jan. 15	7,093	-1.3	+3.3
Employed.....(000)	Jan. 15	6,734	-2.9	+4.2
Agriculture.....(000)	Jan. 15	460	-2.1	-11.2
Non-agriculture.....(000)	Jan. 15	6,274	-2.9	+5.6
Paid workers.....(000)	Jan. 15	5,718	-2.9	+5.4
At work 35 hours or more.....(000)	Jan. 15	5,619	-3.1	+4.0
At work less than 35 hours.....(000)	Jan. 15	887	-8.3	+2.4
Employed but not at work.....(000)	Jan. 15	228	+37.3	+17.5
Unemployed.....(000)	Jan. 15	359	+42.5	-11.8
Atlantic.....(000)	Jan. 15	63	+43.2	+1.6
Quebec.....(000)	Jan. 15	127	+30.9	-20.1
Ontario.....(000)	Jan. 15	86	+43.3	-12.3
Prairie.....(000)	Jan. 15	42	+44.8	-12.5
Pacific.....(000)	Jan. 15	41	+86.4	+2.5
Without work and seeking work.....(000)	Jan. 15	320	+37.9	-16.2
On temporary layoff up to 30 days.....(000)	Jan. 15	39	+95.0	+56.0
<b>INDUSTRIAL EMPLOYMENT (1949=100)</b> .....	November	143.5	0.0	+6.5
Manufacturing employment (1949=100).....	November	132.0	-0.2	+6.1
<b>IMMIGRATION</b> .....1st.	9 months	108,409	—	+28.0
Destined to the labour force.....1st.	9 months	55,555	—	+29.1
<b>STRIKES AND LOCKOUTS</b>				
Strikes and lockouts.....	January	65	+12.1	+38.3
No. of workers involved.....	January	15,878	+72.9	-46.7
Duration in man days.....	January	139,450	+61.3	-36.7
<b>EARNINGS AND INCOME</b>				
Average weekly wages and salaries (ind. comp.).....	November	\$93.51	-0.2	+6.3
Average hourly earnings (mfg.).....	November	\$2.16	+0.5	+5.9
Average hours worked per week (mfg.).....	November	41.5	-0.2	+0.7
Average weekly wages (mfg.).....	November	\$89.65	+0.3	+6.7
Consumer price index (1949=100).....	January	141.2	+0.3	+3.1
Index numbers of weekly wages in 1949 dollars (1949=100).....	November	152.6	-0.1	+3.7
Total labour income.....\$000,000.	November	2,289	-0.5	+12.5
<b>INDUSTRIAL PRODUCTION</b>				
Total (average 1949=100).....	November	248.4	+2.0	+9.4
Manufacturing.....	November	219.1	+0.5	+8.6
Durables.....	November	230.8	+2.6	+12.5
Non-durables.....	November	209.0	-1.5	+5.1
<b>NEW RESIDENTIAL CONSTRUCTION†</b>				
Starts.....	December	12,389	-23.8	+1.9
Completions.....	December	9,384	+2.3	+20.2
Under construction.....	December	101,786	+2.9	+13.2

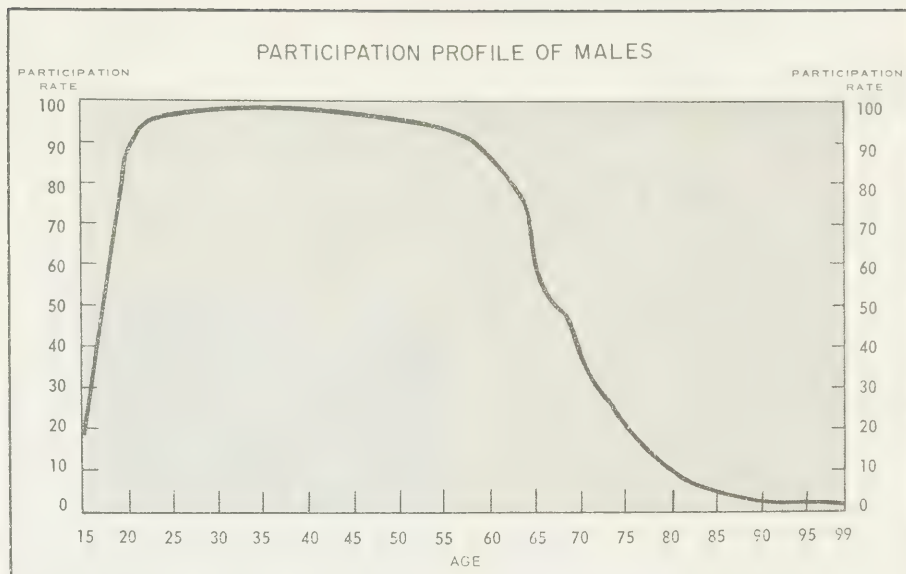
\* Estimates of the labour force, the employed and the unemployed, are from *The Labour Force*, a monthly publication of the Dominion Bureau of Statistics which also contains additional details of the characteristics of the labour force, together with definitions and explanatory notes. † Centres of 5,000 population or more.

# Working Life Patterns Of Male Canadians

Doctor Sylvia Ostrey, Labour Division, Dominion Bureau of Statistics, in her study, *Labour Force and Employment Patterns*, prepared for the Canadian Welfare Council's Conference on Aging, held in Toronto, January 24-28, 1966, provides many thought-provoking observations on the working life patterns of male Canadians. The following excerpt is of particular interest:

"Most men enter the full-time labour force as soon as they have completed their education, and they remain committed to some form of labour force activity until they are able to (or are forced to) retire. But the total length of an average man's working life depends on a number of factors. It depends first of all on his life-expectancy, and therefore on the whole complex of influences which determine the chances of survival in his society. It depends, further, on a wide range of institutional conditions,—social custom and tradition, law, business and trade union practices—all of which influence the age of entry to and exit from the labour market. And it may be affected, in the short run, by the economic environment which can exert pressures tending either to encourage or discourage the labour force activity of 'marginal' workers at both ends of the age spectrum,

"At the present time in Canada the participation 'profile' of a chronological cross-section of the male population shows that by the age of 18 or 19 a majority of men are in the work force. Through the late teens into the mid-twenties, the activity rates continue to rise as more young men complete their education and training and enter the labour market. By their mid-twenties virtually all able-bodied males are fully committed to the world of work<sup>(1)</sup> and



the curve describing the participation profile reaches a plateau. In the late-forties, however, the rates begin to decline, slowly at first, then more and more rapidly. Sharp step-like declines occur between the ages of 64 and 65, and 65 and 66, reflecting institutionalised retirement practices. Almost 30 per cent of the men who are in the labour force at 64 have retired by the time they reach age 66. After the age of 66 a majority of men are no longer in the labour force, and the activity rates decline steeply thereafter with advancing years.

"One may use this information on the participation 'profile' (see chart), together with that provided in a standard life table, to derive estimates of working life expectancy at a given point in time. Tables of Working Life at different periods have been prepared in a number of countries and have proved to be a most valuable indicator of social and economic development. Working life expectancy reflects the combined effects of the underlying mortality conditions, the pre-labour force training period and the retirement patterns of the community. A Working Life Table for males in 1961 has been prepared for Canada, and some of the results are shown in the accompanying table. Although working life estimates may be used in a variety of ways in the analysis of labour force activity, our interest in the present context centres on the comparison between working years and years in retirement.

"A man who reaches the age of 20 in Canada today can expect to live another

52 years, of which 44 will be spent working and eight in retirement. He will have spent a good part of his earlier years preparing for his working life but, if he is at all typical of today's Canadian, will have given little thought to the years he will spend out of the labour force. By the age of 45, although he may already be regarded as an 'older worker', he can still expect to be working another 20 years—almost as long a period as the full span of man's work life a century ago. If he survives to the age of 60, he faces an almost equal period at work and in retirement. By 65, however, his work life is almost over, though he can look forward to—or must still face—over seven years in retirement. The appropriate phrase to be used in this respect will depend on what provision he and society have made for the remaining years of his life."

<sup>(1)</sup> The participation rates shown in the chart are based on census data and, for a number of reasons, are somewhat lower than would be those based on sample survey data. Cf. 1961 Census, Bulletin 3.3-1, Introduction.

Average Number of Remaining Years of Life, in Labour Force and in Retirement, Males, Canada, 1961

Year of age	Average number of years remaining in		
	Life	Labour force	Retirement
20 .....	51.5	43.6	7.9
45 .....	28.5	20.4	8.1
60 .....	16.7	8.5	8.2
65 .....	13.5	6.2	7.3

SOURCE: *Tables of Working Life: Males, Canada, 1961.*

By the staff of Older Worker Division, Civilian Rehabilitation Branch, Department of Citizenship and Immigration



## Million Pieces of Literature For L-M Committees

The 2,000-plus labour-management co-operation committees across Canada are now able to select promotional material to meet specific needs. The advent of the 1966 LMCS Order Book has given each of the committees the opportunity to see, in advance, what posters, pay envelope stuffers, pamphlets, and Let's Discuss sheets are available for the entire year. They can then order by the month, or the year, in whatever sequence and quantities they require.

The first production line for mailing out this material was set up in January at the Canada Department of Labour headquarters in Ottawa. More than 1,000,000 pieces of literature, covering all aspects of labour-management co-operation, were readied for use. And it was a colourful line, as 15 of the 16 posters are available in fluorescent inks.

The 2,042 committees listed by LMCS in January 1966, represent more than 611,000 workers across Canada in logging, mining, manufacturing, construction, transportation, communications, wholesale and retail trade, finance and service areas.



Deputy Minister George V. Haythorne, right, LMCS Chief Kenneth P. DeWitt, centre, and Assistant Chief Gil Seguin, cast approving glances at a training poster going out to labour-management co-operation committees across Canada.

—Photo by Dominion-Wide

### Training, Retraining, Co-operation Pay Off

The New Brunswick Electric Power Commission, with more than two billion kilowatt-hours of electricity to distribute each year, is extremely aware of the necessity for highly skilled workers. The commission is also aware that these employees can make worthwhile contributions to good industrial relations within the company.

As a result the NBEPCC has very active training and retraining programs, as well as a labour-management co-operation committee.

There are three apprenticeship training programs that follow the provincial Department of Labour Apprenticeship Act and prepare the employees to be stationary engineers, power plant switchboard operators, and linemen. The Canada Department of Labour contributes to the costs of these programs.

The retraining program involves linemen who, because of age and physical handicaps, find outdoor work too demanding. Mr. McIntyre said that, before 1950, the commission had a difficult time fitting these linemen for other work when their climbing days were over; but now, because of higher initial apprenticeship qualifications, and more highly specialized work done by present-day linemen, it is easier to retrain these men for indoor technical and supervisory jobs.

The labour-management committee, composed of three management representatives and four employee representatives, has been operating since 1957. Because they are located throughout the province, the employees are represented by seven locals of the International Brotherhood of Electrical Workers.

### "Preventive Clinics" Necessary For Economic Growth

Labour-management committees can be "preventive clinics" according to Kenneth P. DeWitt, LMCS Chief, writing in *Teamwork in Industry*.

Said Mr. DeWitt: "The human machine is kept in top working order by preventive medicine. The machinery of production is kept in top working order by preventive maintenance. But what preventive care has been devised to minimize industrial disputes that affect the productive capacity of both man and machine, as well as the community's economic growth?"

He further states: "Union-management joint consultation committees—where understanding, commitment, acceptance, and involvement are practised with good faith and sincerity—can be the answer.

"These committees, when composed of these six ingredients can, and should, be the 'preventive clinics' where mutual-interest, labour-management problems can be worked out in a spirit of co-operation. This prevents situations from reaching that almost incurable, exorbitant-cost, crisis stage.

"The reservoir of standard or 'pat' answers to the highly complex problems which are correlated with technological change, adjustment of production methods, and automation, are swiftly diminishing. Consequently, this reserve of solutions must be replenished by labour, management and government pooling their resources of experience, leadership and research. The effects of automation and technological change cannot be considered progress unless all Canadians, and every sector of our country, are beneficially affected by these changes.

"This can only be accomplished by labour and management, with government guidance and assistance, meeting together outside the crisis and tension of collective bargaining, and forthrightly arriving at equitable solutions on the basis of 'what's right', not 'who's right' . . ."

# Proceedings Before The Canada Labour Relations Board

During the month of December, the Canada Labour Relations Board met for three days. It granted seven applications for certification, and rejected four. The Board also issued further Reasons for Judgment in respect of an application for certification previously rejected. During the month, the Board received four applications for certification and allowed the withdrawal of four such applications.

## Applications for Certification Granted

1. Le Syndicat des Employes de Transport de Delson on behalf of a unit of drivers employed by Delson Transport Ltée, Delson, Que. (L.G., Jan., p. 33).

2. Canadian Merchant Service Guild, on behalf of a unit of marine engineers employed on vessels owned and/or operated by Aqua Transportation Limited, Vancouver, B.C. (L.G., Jan., p. 34).

3. Canadian Merchant Service Guild, on behalf of a unit of marine engineers employed on vessels owned and/or operated by M. R. Cliff Tugboat Co. Ltd., Vancouver, B.C. (L.G., Jan., p. 34).

4. Canadian Merchant Service Guild, on behalf of a unit of marine engineers employed on vessels owned and/or operated by River Towing Company Limited, Vancouver B.C. (L.G., Jan., p. 34).

5. Canadian Merchant Service Guild, on behalf of a unit of marine engineers employed on vessels owned and/or operated by Straits Towing Limited, Vancouver, B.C. (L.G., Jan., p. 34).

6. Canadian Merchant Service Guild, on behalf of a unit of marine engineers employed on vessels owned and/or operated by Texada Towing Co. Ltd., Vancouver, B.C. (L.G., Jan., p. 34).

7. Canadian Merchant Service Guild, on behalf of a unit of marine engineers employed on vessels owned and/or operated by F. M. Yorke & Son Limited, Vancouver, B.C. (L.G., Jan., p. 34).

## Applications for Certification Rejected

1. Brotherhood of Locomotive Engineers, applicant, Canadian National Railways, respondent (Newfoundland area), and Brotherhood of Locomotive Firemen and Enginemen, intervener (L.G. 1963, p. 1073). The application was rejected for the reason that it was

not supported by a majority of the employees eligible to cast ballots in the representation vote conducted by the Board.

2. Transport Drivers, Warehousemen and Helpers' Union, Local 106, of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicant, Delson Transport Limited, Delson, Que., respondent, and Syndicat des Employes de Transport de Delson, intervener, (L.G., Jan., p. 33). The application was rejected for the reason that it was not supported by a majority of the employees affected in the representation vote conducted by the Board.

3. General Truck Drivers' Union, Local 879, of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicant, Leather Cartage Limited, Hamilton, Ont. respondent, and R. Gordon Smith, intervener (Royal Mail drivers) (L.G., Jan., p. 33). The application was rejected for the reason that it was not supported by a majority of the employees eligible to cast ballots in the representation vote conducted by the Board.

4. Canadian Merchant Service Guild, Eastern Branch, applicant, Upper Lakes Shipping Ltd., and Trans-Lake Shipping Ltd., Toronto, Ont., respondents, and National Association of Marine Engineers of Canada, intervener (licensed engineers) (L.G., Jan., p. 33). The application was rejected for the reason that it was not supported by a majority of the employees affected in the representation vote conducted by the Board.

## Reasons for Judgment

The Board issued Reasons for Judgment finding that the Industrial Relations and Disputes Investigation Act does not apply to employees who are employed on local ferries operating between two points both within the Province of Quebec and to the employers of such employees. The reasons for judgment were published in the *LABOUR GAZETTE* supplement No. 1, 1966. (See also L.G., Jan., p. 33) "Applications for Certification Rejected".)

## Applications for Certification Received

1. Canadian Wire Service Guild, Local 213, American Newspaper Guild,

on behalf of a unit of employees of United Press International of Canada, Ltd., Montreal, Que. (Investigating Officer: Sydney Emmerson).

2. United Packinghouse, Food and Allied Workers, on behalf of a unit of employees of Super Sweet Formula Feeds division of Robin Hood Flour Mills Limited, Milton, Ont. (Investigating Officer: Sydney Emmerson).

3. Amalgamated Transit Union, Division 1374, on behalf of a unit of employees of Brewster—Rocky Mountain—Gray Line Ltd., Banff, Alta. (Investigating Officer: J. D. Meredith).

4. National Harbours Board Staff Employees Association, Saint John, N.B., on behalf of a unit of salaried personnel employed by the National Harbours Board at Saint John, New Brunswick, and St. John's, Newfoundland.

## Applications for Certification Withdrawn

1. Board of Employees of John Kron and Sons Limited, Winnipeg Terminal, applicant, John Kron and Sons Limited, Kenora, Ont., respondent, and Local 979 of the General Drivers, Warehousemen and Helpers Union, intervener. (L.G. 1963, p. 1075).

2. Canadian Brotherhood of Railway, Transport and General Workers, applicant, and Imperial Oil Limited, Vancouver, B.C., respondent (unlicensed personnel employed aboard tankers) (L.G., Dec., p. 1199).

3. General Drivers, Warehousemen and Helpers Local Union 979 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicant, and M & P Transport Ltd., Edmonton, Alta. (Winnipeg Terminal), respondent (L.G., Dec., p. 1199).

4. Canadian Merchant Service Guild, applicant, and Swiftsure Towing Company Limited, New Westminster, B.C., respondent (L.G., Jan., p. 34).

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This section covers proceedings under the Industrial Relations and Disputes Investigation Act, involving the administrative services of the Minister of Labour, the Canada Labour Relations Board, and the Industrial Relations Branch of the Department.



# Proceedings Before The Minister of Labour

During December, the Minister of Labour appointed conciliation officers to deal with the following disputes:

1. Houle Express Limitée, St-Rémi de Napierville, Que., and Local 106 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: C. E. Poirier).

2. Parent Cartage, Windsor, Ont., and Local 880 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: T. B. McRae).

3. Radio Stations CKVL and CKVL-FM, Verdun, P.Q., and National Association of Broadcast Employees and Technicians (Conciliation Officer: C. E. Poirier).

4. Canadian Transit Company, Windsor, Ont., and Local 880 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: T. B. McRae).

5. Canadian Arsenals Limited (Small Arms Division) Long Branch, Ont., and United Steelworkers of America (Conciliation Officer: T. B. McRae).

6. Rod Service (Ottawa) Limited, and Local 91 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (drivers, mechanics and garagemen) (Conciliation Officer: T. B. McRae).

7. The Hamilton Harbour Commissioners, and Canadian Union of Public Employees (maintenance and harbour employees) (Conciliation Officer: T. B. McRae).

8. Central Mortgage and Housing Corporation (The Cloverdale Park Apartments Project, Pierrefonds, P.Q.) and Local 13946, District 50, United Mine Workers of America (Conciliation Officer: C. E. Poirier).

9. Dominion Auto Transit Company Limited (Windsor and Chatham terminals) and Dominion Auto Carriers Limited (Oakville terminal) and Local 880 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: T. B. McRae).

## Settlements Reported

1. The Ogilvie Flour Mills Company Limited, Winnipeg, Man., and Local 520 of the United Packinghouse, Food and

Allied Workers (Conciliation Officer: C. Arthur Frey) (L.G., Jan. p. 35).

2. Maple Leaf Mills Limited, St. Boniface, Man., and Local 534 of the United Packinghouse, Food and Allied Workers (Conciliation Officer: C. Arthur Frey) (L.G., Nov. 1965, p. 1079).

## Conciliation Boards Appointed

1. Ottawa Valley Television Company Limited (CHOV-TV, Pembroke) and National Association of Broadcast

Employees and Technicians (L.G., Dec. 1965, p. 1200).

2. Quebec North Shore and Labrador Railway Company, Sept-Îles, Que., and Lodge 767 of the International Association of Machinists (L.G., Sept. 1965, p. 820).

## Conciliation Boards fully Constituted

1. The Board of Conciliation and Investigation established in November to deal with a dispute between Canadian

## Scope and Administration of Industrial Relations and Disputes Investigation Act

Conciliation services under the Industrial Relations and Disputes Investigation Act are provided by the Minister of Labour through the Industrial Relations Branch. The branch also acts as the administrative arm of the Canada Labour Relations Board in matters under the Act involving the board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944 and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certificates given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for controlling applications for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to

the Wartime Labour Relations Board to administer provisions concerning the certification of bargaining agents; the writing of provisions—for incorporation into collective agreements—that fix a procedure for the final settlement of disputes concerning the meaning or violation of such agreements; and the investigation of complaints referred to it by the minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported here under two headings: (1) Certification and other Proceedings before the Canada Labour Relations Board and (2) Conciliation and other Proceedings before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax and St. John's, Newfoundland. The territory of four officers resident in Vancouver comprises British Columbia, Alberta and the Yukon and Northwest Territories; two officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and Northwestern Ontario; four officers resident in Toronto confine their activities to Ontario; five officers in Montreal are assigned to the province of Quebec, and a total of three officers resident in Fredericton, Halifax and St. John's represent the Department in the Maritime Provinces and Newfoundland. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.

Pacific Air Lines, Limited, Vancouver, B.C., and Canadian Air Line Flight Attendants Association (L.G., Jan. p. 35) was fully constituted in December with the appointment of George W. Rodgers of Vancouver, as Chairman. Mr. Rodgers was appointed by the Minister in the absence of a joint recommendation from the other two members of the Board, R. A. Mahoney and Kitty Heller, both of Vancouver, who were previously appointed on the nomination of the company and union, respectively.

2. The Board of Conciliation and Investigation established in December to deal with a dispute between Ottawa Valley Television Company Limited (CHOV-TV, Pembroke) and National Association of Broadcast Employees and Technicians (see above) was fully constituted in December with the appointment of Dr. Donat Pharand of Ottawa, as Chairman. Dr. Pharand was appointed by the Minister on the joint recommendation of the other two members of the Board, E. Leslie Smith of Pembroke and Miller Stewart of Toronto, who were previously appointed on the nomination of the company and union, respectively.

#### **Board Reports Received**

1. Motor Transport Industrial Relations Bureau of Ontario (Inc.) (certain member companies coming within federal jurisdiction) and Locals 879, 880, 938, 141 and 91 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (freight agreement) (L.G., Jan. p. 35).

2. Canadian Lake Carriers Negotiating Committee, and Canadian Merchant Service Guild, Inc. (L.G., Dec. 1965, p. 1200).

3. Hull City Transport Limited and Hull Metropolitan Transport Limited, and Local 591, Amalgamated Association of Street, Electric Railway and Motor Coach Employees of America (L.G., Nov. 1965, p. 1080).

4. National Harbours Board, Port of Montreal, and Montreal Harbour Staff Employees' Association (L.G., Jan. p. 35).

The texts of the foregoing reports are available on request.

#### **Settlements after Board Procedure**

1. National Harbours Board, Port of Montreal, and Montreal Harbour Staff Employees' Association.

2. Maritime Terminals Inc.; Quebec Terminals Limited; Eastern Canada Stevedoring Co. Ltd.; Clarke Steamship Company Limited; and Albert G. Baker Limited, and Lodge 1257 of the Brotherhood of Railway and Steamship

Clerks, Freight Handlers, Express and Station Employees (L.G., Nov. 1965, p. 1080).

#### **Strikes after Board Procedure**

1. Canadian Lake Carriers Negotiating Committee, and Canadian Merchant Service Guild, Inc. (see above). A stoppage of work commenced on December 9. C. E. Poirier was instructed by the Minister to render further mediation services to the parties.

2. Hull City Transport Limited and Hull Metropolitan Transport Limited, and Local 591, Amalgamated Association of Street, Electric Railway and Motor Coach Employees of America. A stoppage of work commenced on December 17.

### **Skilled Workers**

*Continued from page 90*

role of federal and provincial immigration, education, and labour training policies and practices in relation to total requirements for skilled labour.

#### **Main Recommendations**

The committee was under the chairmanship of Oakah L. Jones, President of the Consumers' Gas Company, and a member of the Ontario Economic Council. It included W. H. Cranston, chairman of the council; senior officials of the federal Department of Labour, the federal Department of Citizenship and Immigration, and the National Employment Service; and the Ontario Departments of Economics and Development, Labour, Education, and Provincial Secretary and Citizenship. Some of the committee's main recommendations were that:

- Ontario should broaden its assistance to in-plant skill training and participate more fully with the federal Government program for up-grading skill and academic qualifications on a shared-cost basis with employers;
- Trainees should be paid full training allowances while taking their training rather than being compensated through unemployment insurance benefits;
- Efforts should be made to recruit evening teachers for all types of training;
- The Ontario Department of Education should be supported in its proposals for a rapid expansion of vocational centres;
- Traditional apprenticeship and other training programs should be continually revised and reassessed;

- Better means should be found of informing government at all levels . . . of the vital correlations required between employment, education and economic growth in the formulation of short- and long-term immigration policies.

#### **Should Invest Public Funds**

The committee agreed that public funds should be invested primarily in training present Canadian residents for the labour market and recruiting qualified immigrants to fill specific skill vacancies.

Ontario is not the only province suffering from a shortage of skilled manpower said the (then) Minister of Citizenship and Immigration, Hon. John R. Nicholson, in an article prepared for the Ontario Economic Council (L.G., Aug. 1965, p. 700). A survey similar to the one in Ontario was conducted among 710 employers in British Columbia, and uncovered a need for 21,567 skilled and professional workers. Surveys in Ontario and B.C. alone demonstrated the need for some 90,000 skilled and professional workers—and these represented only a fraction of their total needs.

Mr. Nicholson said that the best efforts directed toward the training of unskilled people, and the retraining of those whose skills are no longer useful, could not hope to meet today's or tomorrow's demand for skilled and professional people. "Let me emphasize that I do not, in any way, sell short the need for the development of our native human resources . . ." he said, "but there is a large and vital area that can only be met by the introduction of skilled workers from abroad . . ."

### **Fair Wages To Be Paid By U.S. Firms**

Firms providing services to the U.S. federal Government must pay fair wages, thanks to a new federal law that climaxed a seven-year fight by organized labour.

On a nation-wide U.S. radio network, David Sullivan, president of the Building Service Employees and an AFL-CIO vice-president, said that employers bidding for federal contracts for custodial, laundry and other services must now do so on the basis of the prevailing area wage or the federal minimum wage, whichever is higher.

The prevailing wage principle won wide support in both Congress and the Executive Branch when it became clear that some federal contractors were forcing their employees to work at extremely low wages.



# Legal Decision Affecting Labour

## Manitoba Court of Queens Bench enjoins illegal strike and prohibits peaceful picketing

On July 27, 1965, Mr. Justice Wilson of the Manitoba Court of Queen's Bench ordered to continue until trial an interim injunction restraining a strike on the ground that a strike is illegal when opposed by a majority of employees in a strike vote. Further, the Court held that, since the predominant purpose of the strike was not the legitimate protection of the union's interest, but rather to inflict injury on the employer and to bring about a breach of contractual relations between the employer and his customer, the picketing in support thereof was also illegal and must be restrained.

Further, the Court held that, in Manitoba, a trade union is a legal entity on the ground of a decision of the Queen's Bench Court in the *Dusessoy* case and on the ground of Section 46A of the Manitoba Labour Relations Act enacted in 1962.

Local 914 of the Building Material Drivers, Warehousemen and Helpers was certified on March 25, 1965, by the Manitoba Labour Relations Board as bargaining agent for employees of Contractors Equipment and Supply (1965) Limited at its plant at 1500 Plessis Road, North Kildonan, Manitoba. Following the certification, the parties entered into negotiation with the view to the signing of a collective agreement, but were unable to agree. On June 26, the union applied for the appointment of a conciliation board, which application was refused on June 28. On June 30, the union applied to the Manitoba Labour Relations Board for a strike vote, which application was granted. On July 14 the vote was conducted under the supervision of the Board. Results of the vote were as follows: (a) Employees eligible to vote, 70; (b) Employees actually voting, 60; (c) Employees voting for the strike, 26; (d) Employees voting against the strike, 34. Of the employees voting, only a minority were in favour of going on strike. Until July 16, picketing started at the plant and continued until, the same day, an *ex parte* injunction was granted by Mr. Justice Deniset. The placards displayed by the picketers read: "On strike Teamsters Union, Local 914."

The injunction restrained the union, its officials, servants and agents from, among others: interfering with the company's customers; interfering with its

employees so as to influence, persuade or induce them to break their contracts of employment with the company; picketing the company's place of business or its customers or any other person having dealings with the company.

Following the granting of the *ex parte* injunction, the company applied to continue the injunction until trial.

Considering the application, Mr. Justice Wilson noted that those employees engaged in picketing were, of course, absent from work. Certain other employees, upon arriving at the plant, and presumably intending to report for work, refrained from doing so. A driver of a truck operated by a company doing business with the plaintiff company refused to cross the picket line and the truck was driven away, not entering the plant. Certain employees were unwilling to report for work because there was a strike at the plant.

The evidence indicated that the picketing in question was orderly and peaceful and that it was confined to the plant at 1500 Plessis Road.

In applying for an injunction, the company claimed that the union had, without legal justification, induced employees to break their contract of employment, it had prevented or coerced customers or persons dealing with the plaintiff from continuing to deal in the ordinary way, and had called an illegal strike, which was accompanied by picketing at or about the company's premises. Further, the company claimed injury, and the apprehension of further or continued irreparable injuries, harm and damage, unless the union was restrained from doing, or from counselling, or procuring the doings of the actions recited in the *ex parte* injunction imposed on July 16, 1965. The company also claimed damages.

Mr. Justice Wilson noted that, in order to grant an interlocutory injunction, the company must satisfy the court that there is a serious question to be tried at the hearing, and must show a *prima facie* case for its claim. The applicant company must also satisfy the court that the *status quo* ought to be preserved until the question can be determined judicially. In the opinion of Mr. Justice Wilson, the company satisfied him on these points.

Section 21 of the Manitoba Relations Act refers to the taking of a strike vote where—as in the case at bar—there is no collective agreement in force, and reads in part:

S.21(1). . .

(a) or trade union shall not, (i) take a strike vote, or authorize or participate in the taking of a strike vote, of those employees; or (ii) authorize a strike of those employees;

(b) no employee in the unit shall strike; and

(c) the employer shall not declare or cause a lockout of those employees unless

(d) the bargaining agent and the employer, or representatives authorized by them in that behalf, have bargained collectively and have failed to conclude a collective agreement; and either

(e) a conciliation board has been appointed to endeavour to bring about an agreement between them or a mediator has been appointed and seven days have elapsed from the date on which the report of the conciliation board or mediator was received by the minister; or

(f) either party has requested the minister in writing to appoint a conciliation board to endeavour to bring about agreement between them and seven days have elapsed since the minister received the request, and (i) no notice under subsection (2) of section 28 has been given by the minister, or (ii) the minister has notified the party so requesting that he has decided not to appoint a conciliation board.

The union apparently complied with the requirement of Section 21(1) before proceeding with the strike vote. The vote took place on July 12 and resulted in a majority vote against going on strike.

In spite of this result, the strike took place and the union claimed that a majority vote against a strike does not make the strike unlawful. It was argued that the Labour Relations Act refers only to the taking of a strike vote and says nothing about the effect of the vote,

or anything further to be done, or what might be done after the vote.

So, apparently, having gone through so many motions, the union is free to call a strike—or at least a minority of the employees are free to announce a strike—regardless of the fact that the majority vote did not support strike action.

In the opinion of Mr. Justice Wilson, there is no question as to the right of an individual workman to cease work, provided that he does so without breach of contract. The question the Court had to decide was whether a union, being the certified bargaining agent of the concerned employees, may proclaim, or in any way foster or participate in, a "strike" of some employees, following the rejection of strike action by a majority vote, polled in accordance with the procedure adopted by the Labour Relations Act. Counsel for the unions stated that not only was the union free to do so, but the taking of a strike vote at all is not a strict requirement of the Labour Relations Act.

Mr. Justice Wilson noted that Section 21 of the Act was amended in 1962 by addition of a new sub-section, Sub-section (3) reading:

S.21(3)

The board shall conduct every strike vote by secret ballot in a manner and at a time and place directed by the board, and the rules made under this Act with respect to the taking of votes apply.

Manitoba Reg. 12/53, being "Rules of Procedure and Practice for the administration of the Manitoba Labour Relations Act," was amended accordingly, following that enactment, by adding new sections relating to the taking of a strike vote. These new sections provided most elaborate machinery to determine those entitled to vote, to settle the form of ballot, the time and place for the vote, the appointment of returning officers and scrutineers and the right of a review of the proceedings, including a re-count under the direction of the Manitoba Labour Board. In the opinion of Mr. Justice Wilson, it is difficult to believe that all of this should be necessary, if the result of the vote is to leave open the matter of strike action, whatever the vote might show. Form XIII used by the union in requesting leave of the Board to conduct a strike vote contains:

The above-named applicant union hereby applies to the Manitoba Labour Board to conduct a strike vote among the employees in the unit hereinafter described to ascertain whether the said employees are in favour of going on strike in

support of demands made by the applicant as bargaining agent on their behalf to the employers hereinafter described. . . ."

In the opinion of Mr. Justice Wilson, having elected to call for a strike vote, the union impliedly undertakes to be bound by the result of such vote. To hold otherwise, Mr. Justice Wilson added, would be to debase the words of the statute with a cynicism which is foreign to the purpose and intent of the ballot box, and to clothe the union with an authority contrary to the spirit of the Act.

Mr. Justice Wilson noted that some other jurisdictions (Alberta, British Columbia, Nova Scotia, Prince Edward Island) allow a strike only when a majority of employees entitled to vote, or the majority of employees who vote have voted in favour. On the other hand, the legislation in New Brunswick, Newfoundland and Ontario, like the legislation in Manitoba, while providing for the taking of a strike vote, is silent on the effect of the vote; the Quebec and Saskatchewan statutes do not appear to provide for the taking of a vote, as being a procedure regulated by the Act in those provinces.

In comparing the Manitoba legislation with the legislation in other jurisdictions, Mr. Justice Wilson was unable to ascribe to the Manitoba Legislative Assembly an intent to authorize a union to ignore the wish of a majority of its members, expressed by resort to a vote under government supervision. It would be otherwise if the voting was unfair or irregular, but such was not the case in the situation at bar.

In the result, Mr. Justice Wilson held that while individual employees may cease to work, there was no basis in the situation at bar for a "strike" declared, sponsored, encouraged or abetted by the defendant union.

Counsel for the union referred to cases where, notwithstanding an "illegal" strike in progress, picketing had nevertheless been authorized by the Court.

Mr. Justice Wilson noted that, in *Peerless Laundry and Cleaners Limited v. Laundry and Dry Cleaning Workers Union* (L.G. 1952, p. 1488), Mr. Justice Freedman was confronted with a strike which he declared unlawful; yet he did permit picketing, but subject to very severe restraints. On the other hand, in *C.P.R. v. Brady* (L. G. 1961, p. 376), Mr. Justice Collins, in the British Columbia Supreme Court, considered the activities of the defendants to be related to an illegal strike and pronounced an injunction against picketing. Picketing was also enjoined by the New Brunswick

Supreme Court, Appeals Division, in *Merloni v. Acme Construction Company* (L. G. 1962, p. 540) where, again, the Court declared the strike to be illegal.

Counsel for the defendant union argued the right of the union, in any view of the strike, to picket the plaintiff's premises. This was with reference to the British decisions in *Mogul Steamship Company v. McGregor, Gow and Company*, (1892) A.C. 25, and to *Crofter Handwoven Harris Tweed Company v. Veitch* (1942) A.C. 435, which decisions are authority for the proposition that, when it should appear that the actions of the defendant are by way of combination with others, and so a conspiracy, yet if the predominant purpose of the combination is the legitimate protection of the interests of the defendant, rather than to injure the plaintiff, and the means employed be neither criminal nor tortious, no action will lie.

While that may be so, Mr. Justice Wilson was not satisfied that the union in the case at bar was so motivated. Rather, he considered that, in proclaiming a strike under the circumstances under review, the intent was to inflict injury upon the plaintiff by halting, or persuading the company's employees to halt work, and by dissuading or endeavouring to dissuade, customers or other persons having or intending to have dealings with the company from so doing, and to create a situation which would result in a cessation of work and bring about a breach of contractual relations between the company and its customers (*Gagnon v. Foundation Maritime Limited*—L. G. 1961, p. 939; *Poole Construction Company v. Horst*—L. G. 1965, p. 343).

Finally, it was argued that the Union has no corporate status, and could not be sued. Regarding this contention, Mr. Justice Wilson stated that the decision of Mr. Justice Monnin in *Dusessoy's Supermarket St. James Limited v. Retail Clerks Union, Local 832* (L. G. 1961, p. 818) would seem to be a sufficient answer. Since that decision, handed down in 1961, the Labour Relations Act was amended by the enactment of a new section, Section 46A, 1962, ch. 35, Sec. 15, which would seem to put the matter beyond doubt.

The Court confirmed, with variations, the original injunction of July 16, 1965 and ordered to continue the injunction until trial. *Contractors Equipment and Supply (1965) Ltd. v. Building Material Drivers, Warehousemen and Helpers Local 914*, (1965) 53 WWR, Part 8, p. 495; CCH, Canadian Labour Law Reporter, para. 14,090.



# Recent Regulations, Federal and Provincial

## B.C. raises minimum wage for logging, sawmill, woodworking and Christmas tree industries

## Ontario extends workmen's compensation benefits to farm workers

In British Columbia, a new minimum wage order set a minimum wage of \$1.50 an hour for employees in the logging, sawmill, woodworking and Christmas-tree industries.

In Ontario, new regulations under the Workmen's Compensation Act extended benefits to farm workers. Safety regulations for ski lifts and rope tows were issued.

### FEDERAL

#### Appropriation Acts

The Manpower Mobility Regulations, setting out the conditions under which unemployed workers may obtain financial assistance from the federal Government to move to other areas where employment is available, were published in the *Canada Gazette* as SOR/65-563 on December 22.

A review of the new Manpower Mobility Program is contained on page 16 of the Jan.-Feb. *Labour Gazette*.

### BRITISH COLUMBIA

#### Male and Female Minimum Wage Acts

A new minimum wage order, issued by the British Columbia Board of Industrial Relations, established a minimum wage of \$1.50 an hour for employees in the logging, sawmill, woodworking and Christmas-tree industries, effective from December 20, 1965.

The new wage order, B.C. Reg. 205/65 gazetted November 25, replaces two wage orders that set a minimum wage of \$1 an hour for employees in the logging, sawmill and woodworking industries, and a 1947 wage order that established a minimum wage of 50 cents an hour for workers in the Christmas-tree industry.

The new wage order applies to all employees in the logging, sawmill, woodworking and Christmas-tree industries except: employees subject to another wage order; persons employed in a supervisory, managerial or confidential capacity who are exempted from the Hours of Work Act; and caretakers where operations are suspended.

All employees subject to the new wage order are entitled to the \$1.50-an-hour rate except apprentices or handicapped or part-time workers with a special permit from the Board to work for sub-minimum wages. Such employees must be paid the wage prescribed in the permit.

The overtime standard is the same as that in most British Columbia minimum wage orders. All employees except emergency fire-fighters and fire wardens, employees engaged exclusively in the transportation of men and supplies, and persons employed on tugboats, must be paid time and one-half their regular rate for all hours worked in excess of eight in a day or 40 in a week. If the Board has approved an agreement to average hours over a fixed period, the premium rate is payable for all hours worked in excess of a weekly average of 40 hours. The previous orders for employees in the logging, sawmill and woodworking industries required the payment of overtime after eight hours in a day and 44 in a week. The former order for the Christmas-tree industry did not provide for overtime.

The daily guarantee provisions, which are similar to those in most other orders, require employees to be paid at their regular rate for all time spent at the workplace in response to a call from the employer, with a minimum of two hours' pay if they report for work, and four hours if they commence work. School students who report for work on a school day are entitled to at least two hours' pay at their regular rate.

The wage order stipulates that all employees must be given a weekly rest of 32 consecutive hours, which in exceptional cases may be varied by the Board upon the joint application of the employer and employees concerned. This provision will not affect employees in the woodworking industry, but represents a change for employees in the logging, sawmill and Christmas-tree industries, as the previous wage orders for these industries did not provide for a weekly rest.

### NOVA SCOTIA

The motor vehicle repair trade (mechanical) was brought under the Nova Scotia Apprenticeship and Tradesmen's Qualifications Act, effective January 1, 1966, by an order of the Minister of Labour gazetted on December 15.

### ONTARIO

#### Elevators and Lifts Act

New safety regulations for rope tows and ski lifts issued by the Ontario Department of Labour were gazetted as O. Reg. 262/65 on October 30. Issued under the Elevators and Lifts Act, the regulations are being enforced by the Elevator Inspection Branch of the Department.

The regulations were drafted by the Department of Labour with the aid of a committee composed of ski area operators, ski lift suppliers and the ski patrol.

The regulations, comprising 48 sections, apply to rope tows and ski lifts, but not to aerial tramways. The standards set are in addition to those contained in the Elevators and Lifts Act and in the general regulations under that Act.

Nine sections set out general requirements respecting the design, construction and maintenance of all rope tows and ski lifts.

Nine other sections set out safety rules which apply to rope tows and surface lifts, but not to chair lifts. There are also special provisions governing surface lifts and rope tows. Eleven sections set out additional safety requirements for chair lifts. The regulations also include a table showing minimum requirements for instructional and warning signs.

Among other responsibilities, the owner of a rope tow or ski lift is required to see that all principal parts are examined at least once every seven operating days. He must also keep a daily log book containing a record of all inspections, repairs, alterations, accidents and other matters pertaining to operation and maintenance.

Some responsibility for safety is also placed on the individual skier. This includes obeying all safety signs, instruc-

tional signs and verbal safety instructions given by an inspector, owner or attendant or other authorized person.

### Workmen's Compensation Act

New regulations under the Ontario Workmen's Compensation Act, effective January 1, 1966, made workmen's compensation benefits available to all farm employees.

The new regulations were issued under authority of a 1965 amendment that brought farming under the collective liability provisions of the Act. Previously, coverage was available to farmers on a voluntary basis, and some 1,700 farmers had applied for coverage. Voluntary coverage will continue to be available to farmers not employing help.

As a result of the new regulations, every farm worker, whether employed on a full-time or part-time basis, is now entitled to the same benefits as other workmen if injured in the course of his employment. If permanently and totally disabled, he will receive an allowance equal to 75 per cent of his average earnings up to a maximum of \$6,000 a year, with a minimum of \$150 a month or average earnings if less. If temporarily disabled, he will receive a minimum of \$30 a week or earnings if less. In fatal cases, the widow of a farm worker will receive a pension of \$75 a month, a dependent child, an allowance of \$40 a month, and an orphan child, \$50.

For purposes of assessment, the farming industry has been divided into two sections.

One (27(1)) covers tobacco, mushroom, fur, chicken and turkey farms, chick hatcheries, fruit farms (other than tree fruits), apiaries, nurseries, market gardening, mechanical cultivating, and the production of flowers for sale.

The other (27(2)) covers the operation of a general farm, tree fruit farm, Christmas tree farm, dairy farm, stock farm, horse farm, clover mill, ensilage cutter, hay baling machine, threshing machine, farm drainage contractor, and the production of cash crops that are mechanically harvested.

According to press reports, the assessment rate will be \$1 per \$100 of assessable payroll for employers in class 27(1) and \$3.50 per \$100 for those in class 27(2).

The new regulations were gazetted as O. Reg. 335/65 on December 25.

### Correction

In the report on Alta. Reg. 386/65 under the Alberta Labour Act, (L.G., Oct., p. 967), it was incorrectly stated that, with the repeal of an order governing elevator repair crews, the general hours standard under the Alberta Labour

Act would apply to these employees of grain elevator companies. The order was repealed because of the enactment of the Canada Labour (Standards) Code. These employees are now subject to the Code rather than to the Alberta Labour Act.

## Wage Schedules Prepared in December

During December, the Department of Labour prepared 225 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal government and its crown corporations in various areas of Canada, for works of construction, remodelling, repair or demolition, and certain services. In the same period, a total of 157 contracts in these categories was awarded. In addition, 147 contracts that contained the General Fair Wages Clause were awarded by Central Mortgage and Housing Corporation, Defence Construction (1951) Limited, and the departments of Defence Production, Northern Affairs and National Resources, Public Works and Transport.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned or to others who have a *bona fide* interest in the execution of the contract.

Contracts awarded in December for the manufacture of supplies and equipment were as follows:

Department	No. of Contracts	Aggregate Amount
Defence		
Production	118	\$3,050,175
Post Office	11	1,042,448
Royal Canadian Mounted Police	24	142,579

During December, the sum of \$3,530.12 was collected from seven contractors for wage arrears owing their employees as a result of the failure of the contractors, or their subcontractors, to apply the wage rates and other conditions of employment required by the schedule of labour conditions forming part of their contract. This amount is for distribution to the 164 workers concerned.

A list of contracts containing fair wage schedules awarded in December may be obtained from the Department of Labour, Ottawa.

## Redundancy Payments Act Now In Force In Britain

The Redundancy Payments Act (L.G., July, p. 616), presented to the British Parliament by the Minister of Labour came into force in December. Ray Gunter, Minister of Labour, described it as a major step forward in the modernization of British industry and in enlisting the support and co-operation of workers and management for it. The Act makes employers responsible for making payments to redundant employees with at least two years' service.

Mr. Gunter described the payments as generous by present standards, although not out of line with the recent practice of good employers. He said that the payments must be generous if the Act is to make the necessary impact.

With certain exceptions, employees between the ages of 18 and 65 (60 for women) who normally work at least 21 hours a week are covered. They are entitled to payments ranging from half a week's pay for each year's service for those of 18 to 21 years, to one-and-a-half week's pay for each year's service for those aged 41 and over.

Employers can reclaim a major part of any redundancy payments through employment exchanges from a central fund maintained by increases of fivepence a week for men and twopence a week for women in the employers' flat-rate National Insurance contributions.

## Legislation No Shortcut To Industrial Peace

Cyril Grunfeld, reader in law at the London School of Economics, told the Royal Commission on British Trade Unions and Employers' Associations in December that legislation was not a shortcut to industrial peace. He advised the commission that it would be more effective to "stimulate a higher standard of competence and responsibility in the conduct of industrial relations."

The Royal Commission previously had contended that a strike notice should be regarded as an intention to break the employment contract.

Mr. Grunfeld defended the right of the worker to strike. "It is an error of judicial policy to interpret the law in a way which could stimulate managerial ill-will and which would destroy the right to strike." Without it, he said, organized labour is powerless to deal with management. He also pointed out that strikes will occur, even in the most authoritarian regimes, if labour is deprived of its legal right to strike.



# Fewer Casual Placements in December

## Results in Decrease in National Total

Placements of workers by local offices of the National Employment Service during December numbered 113,000. This was 3.6 per cent lower than the total in December 1964. However, this was 12.7 per cent above the average for the month during the previous five years.

The decrease in the national total from December 1964 was primarily the result of fewer casual placements, particularly in the Atlantic Region where this factor accounted for all of the difference in the number of placements made in December, 1965 compared with December 1964.

The regional distribution of December placements, and the percentage change from December 1964 were:

Atlantic	7,700	-14.2
Quebec	36,000	- 6.5
Ontario	33,900	- 4.1
Prairie	21,500	+ 3.6
Pacific	13,900	+ 2.2
CANADA	113,000*	- 3.6

Cumulative placement totals January to December amounted to 1,257,700, an increase of 1.3 per cent over the total for the same period in 1964. This is the second largest figure recorded in any year since the end of World War II.

The increase over the total for the previous twelve months was concentrated in regular placements that were 3.0 per cent higher in 1965 than in 1964. Starting in April 1965, regular placements (those with an anticipated duration of more than six working days, and which do not involve the movement of workers from one area to another) formed a higher proportion of total placements in every month than they did in 1964. In fact, in December 1965, four out of every five placements were "regular."

The regional distribution of cumulative totals, and the percentage change from 1964 were:

Atlantic	93,800	+3.2
Quebec	340,200	-4.7
Ontario	427,600	+1.7
Prairie	230,400	+5.8
Pacific	165,700	+6.9
CANADA	1,257,700	+1.3

Male placements at 70,800, decreased by 7.4 per cent from December 1964, three of the five regions reporting a smaller total than last year.

During 1965, 865,400 males were placed in employment by NES. This

was 2.3 per cent higher than the figure for 1964. All regions except Quebec exceeded the level of the previous year.

Regional distribution of male placements and the percentage change from 1964 were:

	December 1965		Calendar Year 1965	
Atlantic	4,800	-21.2	65,900	+ 3.9
Quebec	27,000	-12.2	249,700	- 4.9
Ontario	19,800	- 5.3	282,800	+ 2.0
Prairie	12,000	+ 3.8	159,500	+ 7.1
Pacific	7,200	+ 0.3	107,500	+14.9
CANADA	70,800	- 7.4	865,400	+ 2.3

Female placements amounted to 42,200, an increase of 3.7 per cent over December 1964. The increase, concentrated in regular placements, was particularly large in the Quebec Region.

Approximately 392,300 female placements were made in 1965. This was a

fractional decrease from the twelve-month total for 1964, owing to a reduction in the number of casual placements.

Regional distribution of female placements and the percentage change from 1964 were:

	December 1965		Calendar Year 1965	
Atlantic	2,900	+ 0.8	27,900	+ 1.5
Quebec	9,000	+15.9	90,600	- 4.2
Ontario	14,100	- 2.4	144,700	+ 1.1
Prairie	9,500	+ 3.3	70,900	+ 3.0
Pacific	6,700	+ 4.4	58,200	- 5.3
CANADA	42,200	+ 3.7	392,300	- 0.8

Placements involving the movement of workers from one area to another totalled 2,800, a decrease of approximately 100 from December 1964. The proportion of such transfers to all placements remained unchanged from the previous year at 2.5 per cent.

The cumulative total of such transfers during 1965 numbered 56,900 compared with 57,300 in 1964. The Pacific was the only region to record an increase, and this was concentrated in the movement of male workers in the construction sector.

Transfers out, by region, were:

	Dec.	Calendar Year
	1965	1965
Atlantic	300	7,200
Quebec	700	20,400
Ontario	1,100	16,700
Prairie	200	5,100
Pacific	500	7,600
CANADA	2,800	56,900*

Employers notified the local offices of the National Employment Service of 117,600 vacancies in December. This was a decrease of 1.1 per cent from December 1964. Vacancies for male workers, at 72,000, decreased 7.0 per cent. Female vacancies totalled 45,600, an increase of 10.0 per cent over December 1964.

In the case of both male and female workers, however, there were substantially more vacancies still unfilled, and fewer applicants registered for employment at December 31st, 1965 than at the same date in the previous year.

The cumulative total for 1965 was 1,634,700. This was an increase of 4.7 per cent over 1964, and the largest total for any calendar year since 1946. Male vacancies totalled 1,088,800, an increase of 5.7 per cent; and female vacancies increased by 2.9 per cent to a total of 546,000 in 1965.

\* Discrepancies are caused by rounding.

## Claimants For Benefit on November 30 Totalled 244,600

Claimants for unemployment insurance benefit on November 30 numbered 244,600, which was 75,000, or nearly 45 per cent more than the 170,400 recorded on October 29. It was, however, about 11 per cent less than the total of 274,500 on November 30, 1964.

Males accounted for more than 80 per cent of the increase during November, but in spite of this, the decline from a year earlier was predominantly among males.

Males as a percentage of all claimants increased from 58 on October 29 to 66 on November 30, owing to the usual large proportion of males among the November claimants. In comparison with November 1964, however, the proportion of males declined from 68 to 66 per cent.

The total number of claimants at the end of November includes about 4,000 who were judged qualified for seasonal benefit. This compares with 3,000 males so qualified on November 30, 1964.

Figures for new cases (those on claim for from one to four weeks) show similar trends, but the decline is greater for those on claim for five weeks or more. Men accounted for two thirds of the latter group on November 30, 1960; while on November 30, 1965, they made up only a little more than half.

These phenomena are undoubtedly associated with the somewhat "tight" labour situation in certain areas and in certain trades at the present time. Within the five-year interval, labour force participation rates for men (mainly those under 25) have declined, whereas the reverse has been the case with women.

### Initial and Renewal Claims

There were 151,500 initial and renewal claims during November, an increase of more than 80 per cent compared with the October total of 83,000. In November 1964 the total was 169,000. In looking at the increase in claims during November, it should be considered that the total number of claims in

A claimant's unemployment register is placed in the "live file" at the local office as soon as the claim is made. As a result, the court of claimants at any given time inevitably includes some whose claims are in process. Claimants should not be interpreted either as "total number of beneficiaries" or "total job applicants."

October 1965 was only 83,000, compared with a total of 121,000 in October 1964.

### Beneficiaries and Benefit Payments

The average weekly number of beneficiaries was estimated at 126,300 for November 1965, 107,800 for October 1965, and 150,000 for November 1964.

Benefit payments totalled \$12,600,000 in November, which was 14 per cent lower than the total of \$14,600,000 a year ago, but 23 per cent higher than the \$10,200,000 paid out in October 1965.

The average weekly payment was \$23.77 in November 1965. It was \$23.70 in October 1965 and \$24.33 in November 1964. The lower average payments compared with a year ago are attributed to the lower proportion of male claimants.

### Insurance Registrations

On November 30, 1965, insurance books or contribution cards had been issued to 4,901,485 employees who made contributions to the Unemployment Insurance Fund since April 1, 1965.

On the same date, registered employers numbered 342,729, an increase of 484 since October 31.

### Enforcement Statistics

During November, 9,542 investigations were conducted by enforcement officers across Canada. Of these, 6,521 were spot checks of claims to verify the fulfilment of statutory conditions, and 949 were miscellaneous investigations. The remaining 2,072 were investigations in connection with claimants suspected of making false statements to obtain benefits.

Prosecutions were begun in 279 cases, 109 against employers and 170 against claimants.\* Punitive disqualifications as a result of false statements or misrepresentations by claimants numbered 781.\*

### Unemployment Insurance Fund

Revenue received by the Unemployment Insurance Fund in November totalled \$35,003,504.38, compared with \$34,132,103.34 in October and \$33,298,238.84 in November 1964.

Benefits paid in November totalled \$12,614,802.05, compared with \$10,223,036.61 in October, and \$14,646,798.42 in November 1964.

The balance of the Fund on November 30 was \$149,210,813.74, on October 31 it was \$126,822,111.41, and on November 30, 1964, it was \$75,402,411.24.

\*These do not necessarily relate to the investigations conducted during this period.

## Decisions of the Umpire Under Unemployment Insurance Act

Two decisions were rendered under the Unemployment Insurance Act by the umpire, the Hon. Mr. Justice John D. Kearney of the Exchequer Court of Canada. On August 30, 1965, a decision was given in CUB (Canadian Umpire Benefit) 2530, and on September 30, 1965, a decision was delivered in CUB 2531.

### CUB 2530

On December 28, 1964, the claimant filed an initial claim for benefit. The claim was allowed and a benefit period was established effective December 27, 1964.

On his every second week declarations of January 20, 1965, the claimant reported that he had been "ill and confined

to bed on January 2, 1965." The claimant was notified that benefit could not be paid as he had not fulfilled his waiting period.

Upon his disputing this, a certificate of illness was obtained from the claimant's physician, and this certificate stated that the claimant had been examined in the early morning of January 2, 1965, was found to have broncho-pneumonia, was examined on six subsequent occasions, and was declared fit to return to work on January 27, 1965.

On February 11, 1965, following receipt of this certificate, the insurance officer notified the claimant that he was disqualified and benefit suspended from January 2, 1965, to January 26, 1965, inclusive, on the ground that, as his



illness had commenced before the waiting period had expired, the claimant had failed to prove that he was capable of work as required by section 54(2)(a) of the Act (also section 66 of the Act).

The claimant appealed this disqualification to the board of referees on February 23, 1965.

The claimant's union filed a very detailed brief submitting that the waiting period ought to be interpreted as meaning "full working week" as that term is defined in Regulation 155(2), and submitting further that it is both inconsistent and unfair to define "week" for the purposes of Regulation 155 as being the number of days "normally" worked during a week by the claimant's grade, class or shift, but to define "week" for purposes of Section 55(1) of the Act as being a full seven days.

The board of referees heard the case on March 18, 1965, and unanimously allowed the claimant's appeal. In so doing, the board made the following observations:

... In Exhibit 1, the claimant states "I was ill and confined to bed on the 2 Jan/65." As a result the local claims officer, in Ex. 2, advised the claimant that benefit could not be paid "as he took ill before his waiting period was served in full." Exhibit 3 is noted, as well as the insurance officer's decision in which he makes reference to the fact "only five-sixths of the waiting period could be served." Only after serious consideration and discussion, this board concluded there would appear to be an inconsistency in the application of the waiting period as related to the benefit period—i.e., benefit period extends from Sunday to Saturday even though most industries base their employment as in this instance on a 5-day work week. Similarly, the wages would extend to cover the same period of a calendar week—Sunday to Saturday. The board was unable to find any verification in fact for the practice of basing a waiting period on a 6-day week and have concluded that the waiting period should be based on and consistent with the 5-day work week and would make reference to Regulation 155(5). Reference should also be made to section 57(2)(a) and (b) of the Act.

On May 13, 1965, the insurance officer appealed the board's decision to the umpire, and his notice of appeal contains the following submissions:

1. The claimant established a benefit period effective 27 December, 1964, at a rate of \$36 per week. As the claimant became incapable of work by reason of illness on Saturday, 2 January, 1965, he was, therefore, subject to disqualification for that day under section 54(2)(a) of the Act, unless he was entitled to relief from this disqualification as provided in section 66 of the Act. In effect section 54(2)(a) provides that a claimant is disqualified in respect of every day for which he fails to prove that he was capable of work.

2. Under section 69(3) of the Act, where a claimant is subject to disqualification for any days, a deduction is made from benefits otherwise payable to him, in respect of the week involved, of an amount equal to one-sixth of his weekly rate of benefit for each such day in that week (CUB-1493). In the present case, a disqualification for one day, or 1/6 of the claimant's weekly rate of \$36, was applicable in respect of his incapacity for Saturday, 2 January, 1965, leaving a balance of \$30 accrued to his credit for that week, which is less than his weekly rate of \$36.

3. Section 55 of the Unemployment Insurance Act provides that an insured person is not entitled to receive benefit in respect of his benefit period until the expiration of a waiting period commencing with the day on which the benefit period was established and ending on the day that benefits equal to his weekly benefit rate would have accrued.

4. The board of referees erred in considering that the waiting period was on the basis of days and that a five-day work week bears any direct relationship to the waiting period. It is specifically provided in section 55 of the Act that the waiting period is an amount equal to the claimant's weekly rate of benefit and the full amount must have accrued before the claimant becomes entitled to receive benefit (CUB's 1341, 1493, 1580, 1769, 2075).

5. Since an amount of \$30 only had accrued before the claimant became incapable of work on Saturday, 2 January, 1965, it is clear that he had not become entitled to receive benefit before becoming incapable of work by reason of illness, so that the relief provision in section 66 of the Act was not applicable in his case.

6. It is respectfully submitted that the board of referees' decision is in error and should be reversed.

The record shows that the claimant fell ill in the early morning of January 2, 1965, and that, as a result, he was immediately incapacitated for work.

The record shows also that when the claimant fell ill, he had not completed his "waiting period" and, therefore, had not become entitled to receive benefit before becoming incapable of work by reason of illness.

Much as I sympathize with the claimant's misfortune, the Act must be applied as it stands.

Consequently I decide to allow the appeal.

### CUB 2531

The claimant, a bachelor, 28 years old, filed an initial application for benefit with the local office.....on March 3, 1965, and was registered for employment as a "beef sider." He stated at the time that he had last worked in that capacity for a co-operative slaughterhouse from 1952 to March 1, 1965, when his employment terminated for the following reasons:

When I reported for work on Monday morning, March 1st, I immediately asked for a day off because I had some time left from my annual vacation, but my employer replied that he could not give me a half-day off. I worked for one half-hour and I asked him if I could leave. He gave me the morning off. At noon-time I called to inform him that I would not report for work that afternoon. He then told me to go and see him. I went yesterday morning but, in the meantime, he had sent me a letter of dismissal.

The employer stated that the claimant's employment had been terminated because of repeated absences "after having been warned many times." The claimant later declared that the employer's report was "correct."

### Claimant Advised

On March 22, 1965, the insurance officer advised the claimant that he was disqualified and that his benefits were suspended from February 28 to April 10, 1965, inclusive, in accordance with section 60(1) of the Unemployment Insurance Act for "having lost his employment by reason of his own misconduct."

On April 5, 1965, the claimant stated:

I.....declare that on March 1, 1965, I asked for a day off and my employer.....refused, saying that

there were already too many competent men absent.

I went to see him again and, as he had granted me a half-day off, I told him that I was taking it. At 11:30 a.m., I called . . . to tell him that I would not report for work that afternoon. He simply told me to go and see him the following day. He did not tell me on the telephone that if I did not report for work that afternoon, I would be dismissed.

I did not ask for this holiday because I was sick, but simply because I wanted to rest, and besides, the company still owed me 4 days of my annual vacation.

On April 20, 1965, in a letter to the chairman of the Union of Packing Plant Workers, the employer stated:

After having carefully studied your demands concerning this case and being agreeable to giving an employee a chance of rehabilitation, we accept to employ (the claimant) again as early as Monday, April 26, 1965, with the same seniority rights and the same wages but with the following restrictions, which will be binding for the executive of your Union and for (the claimant):

1. At the first offence by reason of alcoholic beverages, immediate dismissal.

2. The employee's cumulative record to date will be valid.

3. The fact of hiring (the claimant) again will neither serve as a precedent nor serve as a test case in the event of a similar grievance regarding other employees.

4. The Union must agree not to interfere in any way with the Co-operative if (the claimant) is dismissed in the future for the reason stated in clause no. 1 mentioned above.

#### **Appealed to Board of Referees**

On April 22, 1965, the claimant appealed to a board of referees.

The Union obtained my re-instatement as of April 26, 1965. In view of the fact that my employer is hiring me again, I presume that he did not have any valid reasons for dismissing me and I, therefore, ask that unemployment insurance benefits be paid to me for the period of my unemployment.

The board of referees heard the case on May 20, 1965. The claimant was not present at the hearing. The board of referees unanimously upheld the insurance officer's decision.

On June 8, 1965, the Union of

## Parliament

### Speech from the Throne

The Government's intention to establish a Health Resources Fund of \$500 million "to provide for the expected expansion of health services," was announced in the Speech from the Throne at the opening of the first session of the 27th Parliament on January 18.

The introduction of a measure to set up the Canada Assistance Plan "to enable the provinces to provide, on a comprehensive and flexible basis, adequate assistance to individuals and families in need," was also forecast.

Packing Plant Workers appealed to the Umpire. The appeal, signed by the claimant and by the chairman of the Union, reads:

I telephoned at 11:30 a.m. and there was no question of my dismissal; my employer only asked that I go and see him the following morning. If he had told me that I was to be dismissed, I would have reported for work, which I have been able to prove. In view of these facts, I complained to my Union, and the latter obtained by re-instatement under the same conditions as before. I cannot understand why I should be denied my benefits for six weeks, since the Union won its point. I was sure that my appeal would be allowed. That is why I did not appear at the hearing.

#### **Considerations and Conclusions**

According to the evidence on file, it is clear that the claimant stayed away from work without permission on the afternoon of March 1, 1965, and that, as a result of this absence, which followed many other similar absences, he lost his employment. This is misconduct within the meaning of the Unemployment Insurance Act and his disqualification under section 60(1) of the Act was, therefore, fully justified.

The fact that, at the request of the Union, the employer agreed to give him "a certain chance of rehabilitation" by taking him on again on April 26, 1965, cannot, under the circumstances, constitute favourable evidence on the claimant's behalf.

I, therefore, decide to confirm the unanimous decision of the board of referees and to dismiss the claimant's appeal.

Other matters mentioned in the Speech included:

- a proposal to establish "a vigorous program, in co-operation with the provinces, to foster the training of workers and to assist in bringing into productive employment those who are now unemployed or inadequately employed;"

- a measure to improve the system of training allowances provided under federal-provincial agreements;

- legislation to enlarge and improve the existing taxation incentive to undertake research and development intended to improve the technical capabilities of Canadian industry;

- legislation to establish a Science Council of Canada in order to further encourage the progress of scientific research;

- the creation of a fund for financing major rural development projects, and amendments to legislation regarding agricultural rehabilitation;

- measures designed to raise and safeguard farm incomes, and revision of the Crop insurance Act, "for the purpose of enabling crop insurance to be available to all farmers;"

- a measure for the development of the commercial fisheries of Canada, and a proposal for income support for in-shore fishermen in years of catch failure;

- a resolution concerning the Canada-United States Agreement on Automotive Products;

- legislation to establish a Canada Development Corporation;

- legislation to establish a Company of Young Canadians "to provide young people with the opportunities they are seeking for constructive service to the community, at home and abroad;"

- a program of Canadian scholarships and bursaries for students undertaking higher education, and amendments to the Student Loans Act;

- a substantial increase in the federal financial assistance to universities for the academic year 1966-67;

- legislation on unemployment insurance;

- measures respecting the Fair Wages and Hours of Labour Act, and safety in employment;

- legislation to amend the Canadian Citizenship Act, in order to ensure equality of rights for all citizens;

*Continued on page 129*



# Canadian Railway Office of Arbitration

## Releases Decisions in Four Disputes

Four separate disputes, involving a low rental Government-sponsored house, a statutory holiday payment, a spare brakeman's bid for passenger rates, and a conductor and crew's claim over freight and passenger rates of pay, were dealt with by the Canadian Railway Office of Arbitration at hearings in Montreal on November 15, 1965.

In each case the one-man tribunal of Magistrate J. A. Hanrahan disallowed the claims.

The four claims and the award of the arbitrator in Cases Nos. 15, 16, 17 and 18 are:

**Case No. 15**—Dispute between the Canadian Pacific Railway Company (Pacific Region) and the Transportation-Communication Employees Union over the right to occupy a dwelling at Wetaskiwin, Alberta on August 5, 1964.

The agency dwelling at Wetaskiwin became vacant on August 5, 1964. The position of agent had been advertised with dwelling, but the successful applicant decided to live elsewhere. Two senior operators were offered the dwelling, but both declined. An operator asked to be allowed to occupy the dwelling, but he contended that the company was obliged to provide him with it for \$5.00 per month, including free fuel and light.

According to an article of the agreement, "At stations where dwelling, fuel and light are provided, the dwelling . . . will be reserved exclusively for the use of the Agent and his family unless he elects to reside elsewhere, in which event the senior permanently established Operator having a family shall have the first refusal. If no assigned Agent . . . the senior . . . Operator . . . shall have the exclusive use . . . except that a junior Telegrapher . . . may retain it in preference to a senior Telegrapher later appointed."

The union contended that the failure of the company to grant the accommodation privilege was a clear violation of

another clause of the article reading: "A rental deduction of \$5.00 per month will be made from all Telegraphers occupying Company's dwellings . . ."

The company declined the union's claim on the grounds that the provision carried no obligation to supply accommodation for those mentioned in it, and only applied when the company offered such quarters. No such offer had been made to the operator in question.

The arbitrator was convinced that the company advertisement indicated an intention to provide accommodation to those mentioned in the article. But the question remained whether the operator could be considered eligible. To have living quarters for \$5.00 per month represents a monetary benefit over and above income from salary. Did the company intend granting this privilege to employees other than described in the first clause? There is nothing in the provision referring to operators lower in the seniority scale. In this instance the accommodation was offered to the "senior permanently established operator" and he declined. When the second operator declined, the company decided to go no lower in the seniority scale. According to the arbitrator, to grant this claim, the article would have to be changed to include those in the lower echelons. The possibility of a \$5.00 per month accommodation is limited by the language used to the two employees mentioned in the article. This claim was therefore denied.

**Case No. 16**—Dispute between Canadian Pacific Railway Company (SD & PC Dept.) and the Brotherhood of Railroad Trainmen over the statutory holiday payment claim of a waiter for January 1, 1965.

On December 28, 1964, the waiter reported that owing to illness he would not be able to take his assigned run. He reported for duty January 5 and subse-

quently requested and was granted annual vacation pay for January 1 to 4 inclusive. The company declined payment for New Year's day, January 1, 1965, on the grounds that the employee was not entitled to holiday pay according to an article reading: "In order to qualify . . . an employee must have rendered 520 hours' cumulative service within a twelve-month period since the last date of employment and must, immediately preceding and immediately following such holiday, have fulfilled the requirements of his assignment . . ."

The company could not dispute that the waiter had 520 hours of cumulative service within a twelve-month period, but it was also clear he was not present to fulfil his assignment "immediately preceding and immediately following such holiday".

The union contended that since a leave of absence owing to illness is recognized for vacation purposes, it should be accepted as the true interpretation of the statutory holiday rule which states: "Time off duty on account of bona fide illness, . . . not exceeding a total of 60 days . . . shall be included in the computation of service for vacation purposes."

The company argued that not only had the waiter not fulfilled his job requirements immediately preceding and immediately following the holiday, but his absence was not an authorized leave. (The company described authorized leave as that which has been requested and granted before the period of absence.)

The arbitrator said that at first glance it would appear that the company's granting a leave of absence that included the holiday in question should be considered as "authorized leave." However, since the waiter had not fulfilled the other requirement to "render compensated service on his assignment . . . immediately preceding or following the holiday," this claim was denied.

**Case No. 17**—Dispute between the Canadian National Railways (Great Lakes Region) and the Brotherhood of Railroad Trainmen over three claims made by a brakeman for 405 miles at passenger rates from Palmerston to Toronto with insufficient crew, December 15, 1963.

The brakeman, who was on the spare-board at Palmerston, submitted a claim for 153 miles at passenger rate on the grounds that the company violated an article of the agreement by not using him as an additional member of a train crew consisting of only the conductor, motorman and baggageman on duty from Palmerston to Toronto on December 15, 1963. He also claimed 102 miles at passenger rate under the provisions of another article of the agreement on the grounds that, if on duty, he would have been held at Toronto for 21 hours and 5 minutes; and 150 miles at passenger rate under a third article on the ground that he would have returned from Toronto to Palmerston deadhead on December 16, 1963.

The dispute hinges on an interpretation of an article on the number of the crew needed for passenger service. It reads: Rule (a) "Passenger trains not handling a local baggage car will have a conductor and two brakemen; passenger trains handling a local baggage car will have a conductor, train baggageman and one brakeman. . . ."

The union urged that Rule (b) of the article is an exception to Rule (a) and that Rule (a) governs in all cases. Rule (b), which governs the manning of oil, electric and other motor coaches reads: "When no trailer is operated, crew will consist of a conductor (and motorman) except where the volume of baggage and express to be handled warrants . . . a baggageman and brakeman."

The company contended that a "passenger train" covered by Rule (a) is separate and distinct from that contemplated by Rule (b). The first deals with conventional passenger trains pulled by a locomotive and consisting of standard passenger train equipment, while the second concerns motor coaches which are powered individually and are not designed to pull any significant amount of other equipment. These motor coaches did not contain any head end equipment of the type used on conventional passenger trains. The company also reasoned that Rule (b) concerns itself only with the existence or non-existence of a trailer.

A study of these rules convinced the arbitrator that (b) was designed for a distinctly different purpose than (a). It

had to be considered alone to determine the validity of the claim. According to (b), when a trailer is operated, the crew "will consist of a conductor (and motorman) and either a baggageman or a brakeman, and when conditions warrant, both a baggageman and a brakeman."

It seemed that conditions at the time in question did not warrant both a baggageman and a brakeman. The two motor coaches had the required baggageman, and the addition of an empty deadhead coach could not reasonably be interpreted as warranting additional crew.

For these reasons this claim was denied.

**Case No. 18**—Dispute between the Canadian National Railways (St. Lawrence Region) and the Brotherhood of Railroad Trainmen over the claims of a conductor and Toronto crew for differences in pay between freight rates claimed and passenger rates paid on runs between Toronto and Montreal, June 2 and 3, 1964.

The conductor and crew were on a Toronto to Montreal run June 2, 1964, and Montreal to Toronto, June 3, 1964. Both trains handled passengers between Toronto and Dorval. On June 2 and 3, the conductor and crew claimed freight rates, and were paid at passenger rates. The employees then submitted claims for the difference between the freight and passenger rates on the ground that the company had violated an article of the agreement headed, "Combination Service", reading: "Trainmen performing more than one class of road service in a day or trip will be paid for the entire service at the highest rate applicable to any class of service performed. The overtime basis for the rate paid will apply for the entire trip."

The crew members were on trains 18 and 19, operating between Toronto passenger depot and Montreal Bonaventure express-freight yard and return. The union said that in the fall of 1963, train 18 no longer came to the Montreal passenger station, but was diverted to Bonaventure Yard, via yard tracks and spur. Train 19 operated from that yard location. The public was then advised that there was no passenger service on trains 18 and 19 east of Dorval for the exclusive purpose of handling express-freight and mail.

The company claimed that the trains are passenger trains, and that movement of the equipment from Dorval to Bonaventure was incidental to the main purpose of the train. The union argued that a note under the current B.R.T. schedule was applicable to mixed train service, namely, trains containing both freight and passengers. According to an

article of the current schedule, "Freight trains which only incidentally contain a car devoted to passenger train transportation service shall be classed as freight trains, and passenger trains which only incidentally contain cars moved in connection with freight transportation shall be classed as passenger trains." Referring to the company's claim that the last paragraph of an article was of determining importance, namely, "Passenger rates of pay and conditions will apply in handling deadhead passenger equipment when passengers are handled during the course of the trip or day's work paid on a continuous time basis," the union stated that the purpose of the trains between Bonaventure Yard, Montreal, and Dorval is not that of handling deadhead equipment. The majority of cars are loaded with express-freight and mail.

The company explained that since Bonaventure, which had no passenger facilities, was being used and not Central Station, passengers were informed that trains 18 and 19 would not contain passengers east of Dorval after Sept. 7. The passenger coach therefore became "deadhead passenger equipment" for the rest of the trip, approximately 9.5 miles. The company pointed out that the crews of both trains had not objected to the continuance of pay at passenger rates after September 7 until a year later.

The company further argued that the forerunner of the last paragraph of the same article was contained in a memorandum of understanding signed at Toronto between the company and the Order of Railroad Conductors and the Brotherhood in June 1930. It reads: "It was agreed that freight rates and rules will apply where passengers are not handled during the same trip or day's work paid on a continuous time basis, and that passenger rates and rules will apply where passengers are handled in any portion of day's trip or work paid on a continuous time basis."

The arbitrator pointed out that the last paragraph of the article was designed to deal with a situation exactly similar to that under review. It reads: "Passenger rates of pay and conditions will apply in handling deadhead passenger equipment when passengers are handled during the course of the trip or day's work paid on a continuous time basis." This provision covers the three important items for determining this problem: Passengers are handled during the course of each of these trips; the crew are paid on a continuous time basis; and the passenger car is handled deadhead between Dorval and Bonaventure Yard and return.

On this finding, the claim was denied.



# PRICE INDEXES

## Consumer, January 1966

The consumer price index (1949=100) increased 0.3 per cent to 141.2 at the beginning of January from 140.8 in December. The index for January was 3.1 per cent above the January 1965 level of 136.9.

Increases in food, housing, and tobacco and alcohol indexes in the current period outweighed a decrease in the clothing index. The transportation and health and personal care indexes edged up fractionally, but the recreation and reading index was unchanged.

The food index rose 0.7 per cent to 140.6 from 139.6 in December. Higher prices were reported for beef, pork, fish, chicken, most fruits and vegetables, tea, coffee, butter and shortening. Prices were lower for eggs, oranges, orange juice, tomatoes, celery, most bakery and cereal products, evaporated milk and turkey.

The housing index rose 0.4 per cent to 142.9 from 142.4. In the shelter component, price increases were reported for rent and home-ownership costs, including mortgages and repairs. In household operation, higher prices for furniture, electricity, household help and some household supplies outweighed lower prices for appliances, floor coverings, cotton sheets, and soap flakes. The clothing index declined 0.9 per cent to 122.7 from 123.8, reflecting generally lower prices for men's, women's and children's wear, and piece goods. Special January sale prices were reported for clothing and piece goods, which outweighed higher prices for footwear men's shirts, boys' trousers and pyjamas.

The transportation index moved up 0.2 per cent to 149.1 from 148.8. A more than seasonal increase of 14.0 per cent in train fares outweighed slightly lower prices for new cars.

The health and personal care index edged up 0.1 per cent to 178.1 from 177.9 as a result of increased prices for personal care items.

The recreation and reading index remained at the December level of 155.4.

Increased prices for newspapers and bicycles were offset by lower prices for radios, televisions, and phonograph records.

The tobacco and alcohol index advanced 0.7 per cent to 123.1 from 122.3 as a result of higher prices for cigarettes and cigarette tobacco.

Group indexes in January 1965 were: food, 132.5, housing 139.8, clothing 119.2, transportation 146.3, health and personal care 173.3, recreation and reading 154.0, tobacco and alcohol 121.7.

## British Retail, November 1965

The British index of retail prices (Jan. 16, 1962=100) rose to 113.6 at mid-November from 113.1 at mid-October. The index one year earlier was 108.8.

The index of food prices rose to 112.2 from 111.4 in October. Increases in the average prices of eggs, tomatoes, apples and fish were partly offset by a reduction in the price of beef. Prices for the fuel and light group rose by 3½ per cent. The services group rose by one half of 1 per cent.

## Wholesale, December 1965

The general wholesale index (1935-39=100) rose 0.7 per cent in December to 255.5 from the November index of 253.8, and was 3.9 per cent higher than the December 1964 index of 246.0. Seven of the eight major group indexes advanced and one declined.

The animal products group index rose 2.8 per cent in December to 293.8 from the November index of 285.9. An advance of 0.6 per cent to 219.5 from 218.2 was recorded in the vegetable products group index. Increases of 0.2 per cent or less occurred in the following major group indexes: chemical products to 204.8 from 204.3; wood products to 334.1 from 333.8.

The iron products group index moved down to 266.3 from 266.4 in November and the non-ferrous metals products advanced to 222.6 from 222.4.

## City Consumer, December 1965

Consumer price indexes (1949-100) advanced in nine of the ten regional cities between November and December 1965.

The index for Edmonton-Calgary remained unchanged. Increases ranged from 0.1 per cent in St. John's and Winnipeg to 0.5 per cent in Montreal and Vancouver.

The component indexes exhibited mixed movements among the regional cities. Food indexes were higher in nine cities and unchanged in one. Increases ranged from 0.2 per cent in St. John's to 1.7 per cent in Montreal. Indexes for housing were constant in six cities and slightly higher in four. Clothing indexes moved up in nine cities and down in one. Transportation indexes held steady in eight cities and were fractionally higher in two. Health and personal care indexes showed mixed movements, with increases in four cities, decreases in three cities, and no change in three. Recreation and reading indexes rose in four cities, fell in three, and remained unchanged in three. Tobacco and alcohol indexes were steady in nine cities and up slightly in one.

Regional consumer price index point changes between November and December were: Montreal + 0.7 to 140.1; Vancouver + 0.7 to 136.4; Halifax + 0.6 to 135.9; Saint John + 0.6 to 138.2; Saskatoon-Regina + 0.5 to 133.3; Toronto + 0.4 to 142.5; Ottawa + 0.3 to 140.5; St. John's + 0.1 to 123.6\*; Winnipeg + 0.1 to 136.6; Edmonton-Calgary unchanged at 131.5.

## Residential Building

The price index of residential building materials (1935-39=100) rose 0.3 per cent in December to 346.1 from 345.0 in November. On the 1949 base it rose to 151.8 from 151.3.

The price index of non-residential building materials (1949=100) rose 0.5 per cent to 149.2 from 148.5.

\*On base June 1951=100

# Publications Received by Department of Labour Library

The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed by making application to the Librarian, Department of Labour, Ottawa. Students must apply through the library of their institution. Applications for loans should give the number (numeral) of the publication desired and the month in which it was listed in the LABOUR GAZETTE.

## Annual Reports

1. GREAT BRITAIN. MINISTRY OF PENSIONS AND NATIONAL INSURANCE. *Report for the Year 1964*. London, HMSO, 1964. Pp.163.

2. GREAT BRITAIN. NATIONAL ASSISTANCE BOARD. *Report for the Year ended 31st December, 1964*. London, HMSO, 1965. Pp. 108.

3. SASKATCHEWAN. PUBLIC SERVICE COMMISSION. *Report of the Nineteenth Annual Survey of Salaries and Wages, August 1965*. Regina 1965. Pp.15,

## Automation

4. CANADA. DEPARTMENT OF LABOUR. *Technological Changes in the Railway Industry, Maritime Area of CNR*. Ottawa, Queen's Printer, 1965. Pp.107.

A study of changing manpower requirements in the railway industry between 1950 and 1960 in the Maritime Provinces.

5. FENSHAM, PETER J. *The Dynamics of a Changing Technology; a Case Study in Textile Manufacturing* [by] Peter J. Fensham [and] Douglas Hooper. Foreword by O. L. Zangwill. London, Tavistock Publications, 1964. Pp.248.

Describes a case study of the introduction of automatic looms in a textile weaving company. The effects of this innovation are observed and commented on.

## Business

6. NATIONAL INDUSTRIAL CONFERENCE BOARD. CANADIAN OFFICE. *Chartbook of Current Business Trends in Canada*. 1965 ed. Montreal, 1965. 1 volume (various pagings).

7. STIGLER, GEORGE JOSEPH. *Capital and Rates of Return in Manufacturing Industries; a Study by the National Bureau of Economic Research*. New York. Princeton, N.J., Princeton University Press, 1963. Pp.229.

Partial Contents: The flow of investment and the pattern of rates of return. Competition and the rates of return. The rate of investment. Labor and capital.

8. U.S. SMALL BUSINESS ADMINISTRATION. *A Handbook of Small Business Finance*. 7th ed. Washington, GPO, 1965. Pp. 80.

Partial Contents: What is financial management. Financial statements. Ratio analysis of financial statements. Break-even analysis. The borrower and his banker. Short and intermediate-term credit. Long-term financing. Equity financing.

## Collective Bargaining

9. CANADA. DEPARTMENT OF LABOUR. ECONOMICS AND RESEARCH BRANCH. *Collective Agreement Provisions in Major-Manufacturing Establishments*. Ottawa, Queen's Printer, 1965. Pp.61.

This study is based on the collective agreements in effect in 361 manufacturing establishments with 300 or more non-office employees, as of January 1, 1962. Provisions are reviewed under the following headings: union security, seniority, hours of work, premium pay for time worked, pay for time not worked, pay guarantees, grievances and arbitration, special provisions for women, older or handicapped workers, and miscellaneous provisions.

10. GOLDEN, AUBREY E. *Trade Unions and Collective Bargaining in Automated Society*. Toronto, the author, 1965. Pp.39.

"Paper prepared for Annual Conference of Exchange for Political Ideas in Canada, Toronto, May 29th, 1965."

This paper is concerned with the problems of labour in coping with automation and how collective bargaining can be used in arriving at solutions,

11. INTERNATIONAL METALWORKERS' FEDERATION. *Collective Bargaining and the Metal Unions; a*

*Trade Union Training Manual*. Geneva, 1964. Pp.88.

Contents: The meaning of collective bargaining. Preparing the negotiators. Bases for the study of wages. Preparing the union members. Preparing public opinion, Legal aids and obstacles. Factfinding and research. Time and money. Wage categories.

12. WALTON, RICHARD EUGENE. *A Behavioral Theory of Labor Negotiations; an Analysis of a Social Interaction System* [by] Richard E. Walton [and] Robert B. McKersie. New York, McGraw-Hill, c1965. Pp. 437.

"This book is about labor negotiations in particular and social negotiations in general." After developing their theory of labour negotiations the authors suggest how this theory might be applied in other areas, specifically, in international relations and civil rights.

## Economic Conditions

The first five pamphlets were prepared and issued by the Organization for Economic Cooperation and Development in Paris in 1965.

13. *Economic Surveys; Austria*. May 1965. Pp. 33.

14. *Economic Surveys; France*. July 1965. Pp. 57.

15. *Economic Surveys; Socialist Federal Republic of Yugoslavia*. May 1965. Pp. 54.

16. *Economic Surveys; Spain*. July 1965. Pp. 54.

17. *Economic Surveys; United Kingdom*. June 1965. Pp. 40.

18. UNITED NATIONS, SECRETARY GENERAL, 1961- (THANT). *Planning for Economic Development. Vol. 2. Studies of National Planning Experience*. New York, United Nations, 1965. 2 parts.

Contents of Vol. 2: Pt. 1. Private enterprise and mixed economies. Pt. 2. Centrally planned economies.

## Education

19. ASSOCIATION OF UNIVERSITIES AND COLLEGES OF CANADA. COMMISSION ON THE FINANCING OF HIGHER EDUCATION IN CANADA. *Financing Higher Education in*



Canada; being the Report of a Commission to the Association of Universities and Colleges of Canada, Successor to the National Conference of Canadian Universities and Colleges and its Executive Agency, the Canadian Universities Foundation. Toronto, Published for the Association . . . by University of Toronto Press and Les presses de l'Université Laval [Quebec], 1965. Pp. [104]

Commissioners: V. W. Bladen, chairman; L.-P. Dugal, M. W. McCutcheon [and] Howard I. Ross.

The Commission's Terms of Reference were "to study, and report and make recommendations on the financing of universities and colleges of Canada with particular reference to the decade ending in 1975 . . ." Various matters were studied such as the financial requirements of institutions (for their operation, research, physical facilities and student aid), tuition fees, government and foundation grants, etc.

20. LONDON, ENG. CITY AND GUILDS OF LONDON INSTITUTE. *Further Education for Technicians*. London, 1964. Pp. [36]

Discusses purposes and characteristics of part-time courses of further education for young people in industry who intend to become technicians.

21. ORGANIZATION FOR ECONOMIC COOPERATION AND DEVELOPMENT. *Econometric Models of Education, Some Applications; Papers by Jan Tinbergen and H. C. Bos [and] James Blum, Louis Emmerij [and] Gareth Williams, OECD Fellows, Human Resource Development Programme*. Paris, 1965. Pp. 99.

"The study contained in this volume is a first attempt . . . to build a mathematical model of the educational system, based . . . on its relationship to economic growth."

22. ORGANIZATION FOR ECONOMIC COOPERATION AND DEVELOPMENT. MEDITERRANEAN REGIONAL PROJECT. *Education and Development; Country Reports: Spain*. Paris, 1965. Pp. 135.

Contents: A summary of educational policy, 1964-1965. The present educational system. Future educational needs. Future development education. Expenditure on education.

23. ORGANIZATION FOR ECONOMIC COOPERATION AND DEVELOPMENT. MEDITERRANEAN REGIONAL PROJECT. *Education and Development; Country Reports: Turkey*. [Paris, 1965] Pp. 189.

Partial Contents: Education and economic development, Educational and social development. The present educa-

tional system. Investment requirements for education.

24. ORGANIZATION FOR ECONOMIC COOPERATION AND DEVELOPMENT. STUDY GROUP IN THE ECONOMICS OF EDUCATION. *The Residual Factor and Economic Growth*. Paris, 1964. Pp. 279.

Contains papers presented at an OECD conference whose participants considered the contributions that education can make to economic growth,

25. POLICY CONFERENCE ON ECONOMIC GROWTH AND INVESTMENT IN EDUCATION, BROOKINGS INSTITUTION, WASHINGTON, D.C., 1961. [Report. Paris] Organization for Economic Co-operation and Development [1962] 5 vols.

Contents: v.1. Summary reports and conclusions; keynote speeches. v.2, Targets for education in Europe in 1970; Paper by Ingvar Svennilson in association with F. Edding and L. Elvin. v.3. The challenge of aid to newly developing countries; papers by W. Arthur Lewis, F. H. Harbison, J. Tinbergen, in association with H. C. Bos and John Vaizey. v.4. The planning of education in relation to economic growth; papers by Raymond Poignant, Sven Moberg and Moric Elazar. v.5. International flows of students; paper by J. R. Gass and R. F. Lyons of the OECD Directorate for Scientific Affairs.

#### Industrial Relations

26. INDUSTRIAL RELATIONS RESEARCH ASSOCIATION. *Proceedings of the Seventeenth Annual Meeting, Chicago, Illinois, December 28 and 29, 1964*. Edited by Gerald G. Somers. Madison, 1965. Pp. 324.

The participants considered social security and services, manpower policy and organization, area redevelopment, retraining, collective bargaining, industrial relations policies of American businesses abroad, American trade unions, labour participation in management, and cost-benefit analysis of manpower and welfare programs.

27. INTERNATIONAL LABOUR OFFICE. *Reports to the Government of Ceylon on Labour-Management Relations Training and on Labour-Management Relations and Personnel Management at the Gal Oya Development Board*. Geneva, 1964. Pp. 112.

#### Labour Supply

28. CANADA. DEPARTMENT OF LABOUR. ECONOMICS AND RESEARCH BRANCH. *Employment and Manpower Utilization in Nova Scotia, 1950 to 1960. A Joint Study prepared by*

*the Federal and Nova Scotia Departments of Labour*, Ottawa, 1964. Pp. 265.

Contents: Labour supply in Nova Scotia, 1950-1960. Labour demand in Nova Scotia, 1950-1960. Labour demand in manufacturing industries in selected labour markets. Unemployment. Seasonal unemployment.

29. MIDDLE EAST CONFERENCE ON TRAINING AND MANPOWER DEVELOPMENT, TEHRAN, 1959. *Manpower Development in the Middle East; Papers and Conclusions*. Edited by George B. Baldwin. Tehran, Iran [Ford Foundation?] 1960. Pp. 118.

Conference held November 28-December 2, 1959.

✓ 30. NATIONAL MANPOWER COUNCIL. *Public Policies and Manpower Resources; Proceedings of a Conference on Government and Manpower* . . . New York, Columbia University Press, 1964. Pp. 260.

"An outgrowth of the National Manpower Council's study, Government and manpower, which led to the calling of a six-day conference at Arden House . . . November 15-20, 1959."

At this conference four areas of public policy—science, health, education, and employment practices—were considered. The conference examined the influences which public policies and government actions have on the development and utilization of manpower resources.

31. NININGER, J. R. *A Survey of Changing Employment Patterns at the Lakehead Cities of Port Arthur and Fort William*. Prepared for the Ontario Economic Council by J. R. Nininger under the direction of F. W. P. Jones. [Toronto?] Ontario Economic Council, 1964. Pp. 65.

32. SEMINAR ON MANPOWER POLICY AND PROGRAM. 4th, Washington, D.C., 1964. *Measurement of Technological Change*, by Solomon Fabricant. Washington, U.S. Dept. of Labor, Office of Manpower, Automation and Training, 1965. Pp. 32.

Contains an address by Dr. Fabricant and a discussion on the talk.

#### Labouring Classes

33. CANADA. DEPARTMENT OF LABOUR. *The Canada Labour (Standards) Code*. Ottawa, Queen's Printer, 1965. Pp. 27.

Text of Labour Code and of its Regulations in pocket at back of booklet.

A brief summary of the provisions of the Canada Labour (Standards) Code.

34. CANADA. DEPARTMENT OF LABOUR. ECONOMICS AND RESEARCH BRANCH. *Looking ahead to*

*the World of Work*. Ottawa, Queen's Printer, 1965, Pp. [51].

This booklet is intended for young people at school to give them a picture of the world of work. Includes a table of facts on selected occupations listing occupation, field of employment, aptitudes, usual education and vocational preparation, and employment prospects.

35. CHADWICK, (SIR) EDWIN. *Report on the Sanitary Condition of the Labouring Population of Gt. Britain, 1842*. Edited with an introduction by M. W. Flinn. Edinburgh, University Press [1965]

Sir Edwin Chadwick, who was Secretary of the Poor Law Commission of Great Britain, submitted this report to the Commission in May 1842. His report led to the British Public Health Act of 1848 and the authorization of local Boards of Health,

36. CONFERENCE ON LABOR PRODUCTIVITY, CADENABBIA, ITALY, 1961. *Labor Productivity* [edited by] John T. Dunlop [and] Vasilii P. Diatchenko. New York, McGraw-Hill [1964] Pp. 400.

Conference sponsored by the International Economic Association and held at Cadenabbia, Lake Como, Italy, August 31 to September 8, 1961.

Professor Dunlop is responsible for the English edition and Professor Diatchenko is responsible for the Russian edition.

Participants at this conference represented the United States and Western and Eastern European countries. The papers presented came under four general headings: concepts and measurement of productivity, international comparisons of productivity, wages and productivity, and technical, managerial and organizational factors affecting productivity,

37. HAMILTON, CARL. *What Arbitrators say about Seniority*. Toronto, Legislative Department, United Steelworkers of America, 1964. Pp. 43.

38. INTERNATIONAL INSTITUTE FOR LABOUR STUDIES. *International Institute for Labour Studies, 1960-1964*. Geneva, 1965. Pp. 23, 8.

A review of the work of the Institute since its establishment by the International Labour Organization.

39. INTERNATIONAL LABOUR OFFICE. *Examination of Grievances and Communications within the Undertaking*. [Pt.1] Seventh item on the agenda. Geneva, 1965. Pp. 123. At head of title: Report 7(1). International Labour Conference. 50th session, 1966.

This report sets out the law and practice in different countries relating to

grievances and communications within firms. Includes a questionnaire to be completed by member countries.

40. JAFFE, ABRAM J. *Disabled Workers in the Labor Market* [by] A. J. Jaffe, Lincoln H. Day [and] Walter Adams. Totowa, N.J., Bedminster Press, 1964. Pp. xiv, 191.

"This study was conducted by the Bureau of Applied Social Research of Columbia University with the cooperation of the [U.S.] Vocational Rehabilitation Administration . . ."

The Bureau of Applied Social Research of Columbia University in 1960 conducted a survey among some 1300 men in the New York metropolitan area who had become seriously, permanently disabled in the course of their employment, to find out what happened to them insofar as their subsequent employment was concerned.

41. LEBERGOTT, STANLEY. *Manpower in Economic Growth; the American Record since 1800*. New York, McGraw-Hill, 1964. Pp. 561.

An analysis of the role of manpower in American economic growth since 1800. Presents data on wages, employment, labour force, unemployment, and prices for the decades from 1800 to 1960.

42. REID, GRAHAM LIVINGSTONE, Ed. *Fringe Benefits, Labour Costs and Social Security*. Edited by G. L. Reid and D. J. Robertson. London, Allen and Unwin, 1965. Pp. 336.

Partial Contents: Supplementary labour costs in Britain before 1960. The cost of fringe benefits in British industry. Supplementary labour costs in Europe and Britain. Fringe benefits in the United States. Public versus private protection against insecurity. Occupational pension schemes. Sick pay. Redundancy. The growth of holidays with pay in Britain. Company welfare benefits.

43. VICKERS, (SIR) GEOFFREY, *Industry, Human Relations, and Mental Health; an Address given at the 17th Annual Meeting of the World Federation for Mental Health at Berne on 4 August, 1964*. London, Tavistock Publications, 1965. Pp. 14.

**Pensions**

44. COMMERCE CLEARING HOUSE CANADIAN LIMITED. *Your Canada Pension Plan, 1965*. Don Mills, Ont. [1965] Pp. 39.

45. RUBIN, HAROLD. *Pensions and Employee Mobility in the Public Service*. New York, Twentieth Century Fund, 1965. Pp. 105.

A study of the effects of pension plans on employee mobility at the professional

level based primarily on a mail survey of selected agencies of federal, state and local governments. The survey included some public universities and colleges.

**Sociology**

46. HONIGMANN, JOHN JOSEPH. *Eskimo Townsmen* [by] John J. and Irma Honigmann. Ottawa, Canadian Research Centre for Anthropology, University of Ottawa, 1965. Pp. 278.

"Material for this report was collected by [the authors] from March 1 to August 27, 1963, while under contract to the Northern Coordination and Research Centre, Department of Northern Affairs and National Resources . . ."

The authors wrote their report after having lived in Frobisher Bay on Baffin Island in 1963.

47. PORTER, JOHN ARTHUR. *The Vertical Mosaic; an Analysis of Social Class and Power in Canada*. Toronto, University of Toronto Press, 1965. Pp. 626.

"This book is an attempt to examine the hitherto unexplored subjects of social class and power in Canadian society."

**Wages and Hours**

48. INDUSTRIAL RELATIONS RESEARCH ASSOCIATION. *Hours of Work*. Edited by Clyde E. Dankert, Floyd C. Mann [and] Herbert R. Northrup. New York, Harper and Row, c1965. Pp. 208.

Partial Contents: The reduction in hours. The influence of collective bargaining on hours. The influence of legislation on hours. Hours of work in Canada [by] W. R. Dymond and George Saunders. Shift work and the shorter workweek. Automation, unemployment, and shorter hours.

49. INTERNATIONAL METALWORKERS' FEDERATION. *Wage Systems and the Metal Unions; a Trade Union Training Manual*. Geneva, 1963. Pp. 256.

Contents: Wage systems. Time study. Incentive plans. Job evaluation.

50. ORGANIZATION FOR ECONOMIC COOPERATION AND DEVELOPMENT. *Wages and Labour Mobility; a Report by a Group of Independent Experts on the Relation between Changes in Wage Differentials and the Pattern of Employment. With a Foreword on the Implications of the Study for Incomes Policy*, by Pieter de Wolff. Paris, 1965. Pp.258.

Partial Contents: Changes in wage structures. Changes in the structure of employment. The amount and characteristics of job changing. Job choice by young workers and the unemployed. The relation of differential wage movements



and the redistribution of labour among industries. The occupational allocation of labour. Geographical mobility.

### Women—Employment

51. ORGANIZATION FOR ECONOMIC COOPERATION AND DEVELOPMENT. *Women Workers: Working Hours and Services; a Survey in 21 Countries*, by Viola Klein. Paris, 1965. Pp.100.

Based on a survey of working conditions for women in 21 member countries of OECD. Considers four topics: 1. working hours and time-tables in force in four different occupational categories; 2. Community services to help working women with family responsibilities; 3. Special arrangements and facilities for expectant mothers and those with young children; 4. Opening and closing times of shops, post offices, etc. in relation to working hours.

52. WOMEN'S INFORMATION AND STUDY CENTRE. *Comeback; a Guide for the Educated Woman returning to Work*. London, 1964. Pp.40.

Contains a Table of information listing occupation, proportion of women presently employed, openings, basic training courses, refresher courses, and, part-time work available in the occupation.

Indicates the opportunities for employment existing for qualified women and the availability of refresher courses and training facilities for the vocationally unqualified woman.

### Miscellaneous

53. BREWERS ASSOCIATION OF CANADA. *Brewing in Canada*. Ottawa, 1965. Pp.142.

54. CONFÉRENCE EUROPÉENNE SUR LA SÉCURITÉ SOCIALE, BRUXELLES, 1962. *Conférence européenne sur la sécurité sociale, Bruxelles, Palais des Congrès, 10-15 décembre, 1962*. [Bruxelles, Services des publications des Communautés européennes, 1965] 2 vols.

La conférence était organisée par la Communauté économique européenne, la Communauté européenne du charbon et de l'acier, et la communauté européenne de l'énergie atomique.

55. NATIONAL INDUSTRIAL CONFERENCE BOARD: *The Conference Board's New Index of Help-wanted Advertising*. New York, c1964. Pp.92.

This study is concerned with the use of newspaper help-wanted advertising information for analysis of business conditions in that "the level of help-wanted advertising at any given time reflects

## Pilot Projects

*Continued from page 78*

bec Minister of Education, said that Quebec had two reasons for its reservations about participating in the pilot projects scheme. One was that the province already had about six similar projects in operation; the second was that the provincial government felt very strongly that the upgrading of manpower, and the whole field of adult education itself was strictly a provincial responsibility that could be discharged much better by the province because it was closer to the people than the federal government.

### Holding Itself Free

Thus there were both constitutional and practical reasons, he said, for the Quebec Government's stand on the matter. He made it clear, however, that Quebec had not opted out but that it was holding itself free to decide whether, while pursuing its own projects, it could also participate in the federal plan.

In answer to a question, Mr. Marchand said that the federal government would not make any contribution toward the cost of the provincial projects already in operation in Quebec.

When asked about how many pilot projects he expected to be set up, the federal minister said he had in mind about one to each province, but that the location and number of the projects would have to be decided in agreement with the provinces. He declined to say how long the pilot stage would continue, but said that he supposed it might vary from one place to another. He presumed the projects would start when the provinces asked for them, and as soon as arrangements could be worked out between the federal government and the provinces. He emphasized the point that all interested parties, including labour, management and local groups would be consulted about the organization of the pilot projects.

employers' demands for labor, and thus provides an early indication of trends in employment."

56. U.S. BUREAU OF THE CENSUS. *Historical Statistics of the United States, Colonial Times to 1957; Continuation to 1962 and Revisions; a Statistical Abstract supplement*. Washington, GPO, 1965. Pp.154.

"This publication carries forward and revises the statistical time series in the basic reference volume, *Historical Statistics of the United States, Colonial Times to 1957.*"

On the second day of the conference two separate meetings were held, one attended by the provincial ministers of labour, the other by the provincial ministers of education. The former issued the following press release:

### Provinces Invited

"At a meeting of federal and provincial ministers, deputy ministers and other senior labour officials this morning, the provinces were invited to participate actively in the American Regional Conference of the International Labour Organization which is being held at Ottawa, September 12-23.

"This morning's meeting, in the absence of Hon. John R. Nicholson, Minister of Labour, was chaired by Dr. George V. Haythorne, Deputy Minister of Labour and past chairman of the governing body of the I.L.O.

"Dr. Haythorne stated that this will be the first time an American regional conference of the I.L.O. has been held outside of Latin America, and the first large-scale tripartite inter-American Conference to be held in Canada. Some 400 delegates from the 25 nations of the western hemisphere which are members of the I.L.O. are expected to attend the conference.

"General theme of the conference will be the inter-relationship of social policy and economic development in the Americas, with particular reference to social aspects of measures for fuller economic integration, including the improvement of labour conditions. The agenda will cover manpower planning and employment policy in economic development, and the role of social security and improved living and working standards in social and economic development.

### To Show Canadian Way

"During the conference, there will be opportunities for demonstrations of Canadian policies and techniques, to indicate the way in which Canada is dealing, at both federal and provincial levels, with the problems under discussion.

"Provincial ministers of labour indicated their desire to assist in the conference and to be represented at it.

"Other discussions at this morning's meeting dealt with a number of questions of mutual interest to federal and provincial departments of labour, including labour standards, safety legislation and the ratification of I.L.O. conventions."

# Statistics Section

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## A—Labour Force

**TABLE A-1—Regional Distribution Week Ended January 15, 1966**

	<i>Canada</i>	<i>Atlantic</i>	<i>Quebec</i>	<i>Ontario</i>	<i>Prairies</i>	<i>British Columbia</i>
(estimates in thousands)						
THE LABOUR FORCE.....	7,093	600	2,030	2,609	1,188	666
Men.....	4,998	434	1,450	1,801	840	473
Women.....	2,095	166	580	808	348	193
14-19 years.....	656	67	213	203	111	62
20-24 years.....	949	95	321	307	148	78
25-44 years.....	3,127	233	899	1,191	514	290
45-64 years.....	2,148	187	543	820	379	219
65 years and over.....	213	18	54	88	36	17
EMPLOYED.....	6,734	537	1,903	2,523	1,146	625
Men.....	4,696	377	1,342	1,734	803	440
Women.....	2,038	160	561	789	343	185
Agriculture.....	460	24	88	136	193	19
Non-agriculture.....	6,274	513	1,815	2,387	953	606
Paid workers.....	5,718	461	1,655	2,188	863	551
Men.....	3,866	319	1,143	1,463	558	383
Women.....	1,852	142	512	725	305	168
UNEMPLOYED.....	359	63	127	86	42	41
Men.....	302	57	108	67	37	33
Women.....	57	*	19	19	*	*
PERSONS NOT IN LABOUR FORCE.....	6,212	679	1,822	2,074	1,039	598
Men.....	1,595	201	448	505	287	154
Women.....	4,617	478	1,374	1,569	752	444

\* Less than 10,000. SOURCE: Labour Force Survey.



**TABLE A-2—Age, Sex and Marital Status, Week Ended January 15, 1966, Canada**

	Total	14-19 years all persons	20—64 years				65 years and over all persons
Men			Women				
Married			Other	Married	Other		
(estimates in thousands)							
POPULATION 14 YEARS OF AGE AND OVER*.....	13,305	2,184	3,788	1,020	3,900	980	1,433
LABOUR FORCE.....	7,093	656	3,630	837	1,060	697	213
Employed.....	6,734	591	3,466	759	1,038	680	200
Unemployed.....	359	65	164	78	22	17	13
NOT IN LABOUR FORCE.....	6,212	1,528	158	183	2,840	283	1,220
PARTICIPATION RATE†							
1966, January 15.....	53.3	30.0	95.8	82.1	27.2	71.1	14.9
1965, December 11.....	54.1	31.8	96.2	83.4	27.9	71.1	15.7
UNEMPLOYMENT RATE‡							
1966, January 15.....	5.1	9.9	4.5	9.3	2.1	2.4	6.1
1965, December 11.....	3.5	7.5	2.8	6.8	1.6	2.0	4.9

\* Excludes inmates of institutions, members of the armed forces, Indians living on reserves and residents of the Yukon and Northwest Territories.

† The labour force as a percentage of the population 14 years of age and over.   ‡ The unemployed as a percentage of the labour force.

SOURCE: Labour Force Survey.

**TABLE A-3—Unemployed, Week Ended January 15, 1966**

	<i>January 1966</i>	<i>December 1965</i>	<i>January 1965*</i>
(estimates in thousands)			
TOTAL UNEMPLOYED.....	359	252	407
On temporary layoff up to 30 days.....	39	20	25
Without work and seeking work.....	320	232	382
Seeking full-time work.....	306	215	367
Seeking part-time work.....	14	17	15
Seeking under 1 month.....	111	92	127
Seeking 1—3 months.....	151	93	167
Seeking 4—6 months.....	34	22	44
Seeking more than 6 months.....	24	25	44

\* Due to the introduction of revised weighting factors in March 1965, small adjustments have been made to estimates published before that time. See D.B.S. report "The Labour Force, March 1965", page 8.

SOURCE: Labour Force Survey.

## B—Labour Income

**TABLE B-1—Estimates of Labour Income, by Industry**

Year and Month	Monthly Totals			Quarterly Totals <sup>(1)</sup>						
	Mining	Manu- facturing	Trans- portation, Storage and Communi- cation <sup>(2)</sup>	Forestry	Con- struction	Public utilities	Trade	Finance Services (including Govern- ment)	Supple- men- tary Labour income	Totals (3)
(\$ Millions)										
1960—Total.....	563	5,246	1,809	323	1,214	343	2,640	5,100	794	18,245
1961—Total.....	542	5,306	1,862	283	1,252	357	2,740	5,616	820	18,996
1962—Total.....	559	5,699	1,909	300	1,357	378	2,881	6,030	843	20,233
1963—Total.....	572	6,045	2,008	308	1,419	397	3,089	6,601	872	21,546
1964—Total.....	600	6,579	2,129	344	1,584	421	3,358	7,247	910	23,416
1964—										
November.....	51.7	565.9	181.3	96.4	426.8	103.4	887.2	1,876.5	232.6	2,033.6
December.....	51.4	551.5	178.4	.....	.....	.....	.....	.....	.....	1,978.6
1965—										
January.....	52.4	566.1	181.9	.....	.....	.....	.....	.....	.....	1,991.0
February.....	53.3	564.4	180.4	77.5	374.3	107.6	869.0	1,907.1	233.7	1,997.8
March.....	54.2	583.2	178.7	..	.....	.....	.....	.....	.....	2,035.1
April.....	53.1	587.3	185.1	.....	.....	.....	.....	.....	.....	2,070.6
May.....	55.9	600.0	191.7	27.5	156.6	37.5	305.5	669.4	80.1	2,146.0
June.....	58.0	614.2	192.1	34.4	169.1	38.8	312.0	682.2	81.0	2,211.9
July.....	58.3	601.2	199.8	37.6	185.2	39.4	310.3	655.4	80.9	2,199.1
August.....	58.3	614.2	199.0	36.3	193.3	40.0	312.2	666.7	81.5	2,234.7
September.....	57.4	626.4	208.9	38.0	196.7	39.1	317.4	711.4	82.7	2,305.7
October*.....	58.9	636.3	202.1	37.8	201.1	39.2	322.9	697.8	83.0	2,301.0
November†.....	59.2	638.2	201.8	37.6	187.2	38.7	329.7	696.0	82.9	2,288.8
Seasonally Adjusted										
1960—Total.....	563	5,246	1,809	323	1,214	343	2,640	5,100	794	18,245
1961—Total.....	542	5,306	1,862	283	1,252	357	2,740	5,616	820	18,996
1962—Total.....	559	5,699	1,909	300	1,357	378	2,881	6,030	843	20,233
1963—Total.....	572	6,045	2,008	308	1,419	397	3,089	6,601	872	21,546
1964—Total.....	600	6,579	2,129	344	1,584	421	3,358	7,247	910	23,416
1964—										
November.....	51.5	564.0	179.8	85.1	422.4	108.4	866.4	1,873.9	230.9	2,014.0
December.....	51.8	563.3	183.7	.....	.....	.....	.....	.....	.....	2,020.2
1965—										
January.....	53.0	578.5	185.9	.....	.....	.....	.....	.....	.....	2,063.0
February.....	53.8	575.3	187.3	91.4	462.6	111.1	889.9	1,925.8	237.2	2,077.1
March.....	55.0	591.5	187.7	.....	.....	.....	.....	.....	.....	2,109.6
April.....	55.1	592.6	189.4	.....	.....	.....	.....	.....	.....	2,121.4
May.....	56.5	594.0	191.4	32.7	152.5	37.5	306.7	657.8	80.0	2,130.0
June.....	56.6	601.2	187.9	31.8	156.4	37.4	303.0	666.3	80.4	2,146.9
July.....	56.0	605.5	193.6	33.1	160.3	38.3	309.3	671.3	80.8	2,169.0
August.....	57.6	611.8	190.5	32.2	164.1	38.9	313.3	681.1	81.0	2,191.6
September.....	57.2	612.1	203.5	31.2	163.1	38.4	316.5	698.3	81.6	2,222.8
October*.....	58.3	628.4	198.1	30.5	172.9	38.8	319.5	690.8	82.0	2,240.1
November†.....	59.1	634.5	199.7	31.2	179.5	38.6	321.5	695.7	82.1	2,263.4

(1) Quarterly figures are entered opposite the middle month of the quarter but represent quarterly totals. The figures in the six columns under "Quarterly Totals" have been published monthly since May 1965. (2) Includes post office wages and salaries. (3) Figures in this column are for total income, Canada, but are not totals of the figures in the remaining columns of this table, as figures for labour income in Agriculture, Fishing and Trapping are not shown.

\*Revised. NOTE: Monthly and quarterly figures may not add to annual totals because of rounding. SOURCE: Dominion Bureau of Statistics.

†Preliminary.



## C—Employment, Hours and Earnings

Tables C-1 to C-3 are based on reports from employers having 15 or more employees; at October, 1965 employers in the principal non-agricultural industries reported a total employment of 3,436,795.

Tables C-4 and C-5 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-3. They relate only to wage-earners for whom statistics of hours of work are also available whereas Tables C-1 to C-3 relate to salaried employees as well as to all wage-earners in the reporting firms.

**TABLE C-1—Employment, Payrolls and Weekly Wages and Salaries**

Year and Month	Industrial Composite <sup>(1)</sup>			Manufacturing		
	Index Numbers (1949 = 100)			Index Numbers (1949 = 100)		
	Employ- ment	Average Weekly Wages and Salaries	Average Weekly Wages and Salaries	Employ- ment	Average Weekly Wages and Salaries	Average Weekly Wages and Salaries
AVERAGES						
1960 .....	118.7	176.5	75.83	109.5	177.8	78.19
1961 .....	118.1	182.0	78.17	109.9	183.6	80.73
1962 .....	121.5	187.6	80.59	113.3	189.2	83.17
1963 .....	124.6	194.2	83.43	116.4	196.1	86.24
1964 .....	130.4	201.8	86.68	121.9	204.1	89.73
1964—						
October .....	134.7	205.9	88.47	123.6	207.3	91.15
November .....	134.7	204.7	87.94	124.4	206.8	90.91
December .....	131.2	199.1	85.53	121.9	201.6	88.66
1965—						
January .....	129.4	207.7	89.21	122.5	201.3	92.46
February .....	129.5	207.9	89.30	122.6	209.4	92.07
March .....	130.9	210.0	90.22	124.3	214.0	94.10
April .....	132.1	210.8	90.55	124.6	214.2	94.18
May .....	136.8	210.9	90.60	127.4	213.4	93.83
June .....	141.0	212.0	91.07	130.3	213.8	94.02
July .....	142.1	212.2	91.18	129.6	211.3	92.90
August .....	144.0	212.5	91.29	131.9	211.9	93.18
September* .....	144.0	214.8	92.27	132.7	215.3	94.68
October† .....	143.5	217.8	93.58	132.0	218.9	96.25

<sup>(1)</sup>Includes: Forestry (chiefly logging); mining (including milling), quarrying and oil wells; manufacturing; construction; transportation, storage and communication; public utility operation; trade; finance, insurance and real estate; and service (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).

\*Revised. †Preliminary. SOURCE: *Employment and Payrolls*, DBS.

**TABLE C-2—Area Summary of Employment and Average Weekly Wages and Salaries**

Areas	Employment index numbers			Average weekly wages and salaries		
	Oct. 1965	Sept. 1965	Oct. 1964	Oct. 1965	Sept. 1965	Oct. 1964
	(1949 = 100)			\$	\$	\$
PROVINCES						
Atlantic Region.....	125.2	126.2	115.5	76.67	75.65	73.58
Newfoundland.....	176.3	178.7	152.8	81.98	82.25	79.92
Prince Edward Island.....	157.0	158.4	151.4	64.28	64.01	60.52
Nova Scotia.....	107.3	107.2	101.1	74.91	72.82	71.68
New Brunswick.....	122.3	124.3	114.4	76.19	75.45	72.99
Quebec.....	142.3	142.9	136.0	91.53	89.90	86.42
Ontario.....	146.1	146.1	136.2	96.73	95.53	91.53
Prairie Region.....	151.1	152.3	143.3	89.10	87.68	84.55
Manitoba.....	123.8	124.4	120.0	83.88	83.48	80.16
Saskatchewan.....	146.8	147.8	138.8	87.45	86.19	82.69
Alberta (including Northwest Territories).....	185.6	187.8	173.2	93.88	91.58	88.92
British Columbia (including Yukon).....	141.4	143.1	129.3	104.46	103.72	97.89
CANADA.....	143.5	144.0	134.7	93.58	92.27	88.47
URBAN AREAS						
St. John's.....	175.8	175.9	160.1	71.54	70.91	67.67
Sydney.....	78.9	77.6	78.1	89.00	77.52	85.75
Halifax.....	136.7	135.0	129.0	76.64	76.90	73.82
Moncton.....	125.5	122.5	120.5	70.71	71.99	69.00
Saint John.....	115.7	114.9	104.9	75.35	75.75	72.85
Chicoutimi—Jonquiere.....	124.5	124.3	120.8	107.81	106.30	102.30
Quebec.....	139.4	139.2	134.6	80.56	79.99	75.89
Sherbrooke.....	127.1	127.7	125.3	79.40	78.36	75.36
Shawinigan.....	112.4	114.7	108.4	95.83	95.99	92.06
Three Rivers.....	129.4	132.7	124.1	83.42	83.21	79.47
Drummondville.....	102.0	101.7	100.9	73.51	73.71	71.16
Montreal.....	149.0	148.5	140.0	93.24	91.50	87.91
Ottawa—Hull.....	153.8	153.5	146.3	86.03	85.84	82.13
Kingston.....	147.0	147.8	136.0	90.48	89.55	86.56
Peterborough.....	117.4	116.9	111.4	101.00	100.38	96.68
Oshawa.....	259.1	242.2	141.6	119.75	110.37	100.98
Toronto.....	161.6	160.2	153.8	96.31	95.43	91.71
Hamilton.....	136.6	137.6	129.4	100.91	99.94	96.12
St. Catharines.....	142.8	142.2	123.7	106.86	105.58	99.96
Niagara Falls.....	109.6	121.9	111.6	91.35	90.09	87.48
Brantford.....	109.9	110.8	97.0	92.57	90.06	84.42
Guelph.....	154.3	154.1	142.3	86.65	86.88	81.63
Galt.....	142.7	142.4	130.2	83.48	83.83	79.46
Kitchener.....	168.3	164.2	152.0	86.39	85.59	81.84
Sudbury.....	151.7	152.1	137.7	104.58	103.26	97.80
Timmins.....	87.5	88.8	86.2	85.96	84.91	78.00
London.....	160.3	158.2	152.1	88.76	88.28	84.59
Sarnia.....	146.3	146.2	140.8	117.02	122.97	116.70
Windsor.....	104.4	103.6	91.9	110.33	114.09	107.41
Sault Ste. Marie.....	167.3	167.6	163.6	113.20	112.02	109.34
Fort William—Port Arthur.....	136.6	137.5	119.7	95.07	92.00	88.62
Winnipeg.....	126.2	126.0	122.0	80.53	80.04	77.01
Regina.....	165.2	167.5	160.6	85.28	83.63	80.51
Saskatoon.....	172.0	170.9	160.3	81.22	79.88	77.07
Edmonton.....	243.2	244.0	227.4	86.62	85.32	82.33
Calgary.....	217.5	217.8	198.2	91.30	90.19	87.95
Vancouver.....	140.9	141.8	129.0	100.30	99.76	95.15
Victoria.....	132.7	133.5	127.5	90.05	88.61	85.92

Latest figures subject to revision.

SOURCE: *Employment and Payrolls*, DBS.



**TABLE C-2a—Estimates of Employees by Industry, Provinces and Canada**

<i>Industry</i>	<i>Month and year</i>	<i>Nfld.</i>	<i>P.E.I.</i>	<i>N.S.</i>	<i>N.B.</i>	<i>Qué.</i>	<i>Ont.</i>	<i>Man.</i>	<i>Sask.</i>	<i>Alta.</i>	<i>B.C.</i>	<i>Canada</i>
in thousands												
Forestry.....	Oct. 1965 <sup>p</sup>	5.2	0.2	2.2	8.3	25.9	12.8	0.6	0.2	2.4	21.1	78.9
	Sept. 1965 <sup>r</sup>	5.3	0.2	2.1	8.6	26.7	13.1	0.6	0.2	2.3	21.9	81.1
	Oct. 1964	4.5	0.1	2.4	9.9	29.3	13.8	0.7	0.2	2.1	20.2	83.2
Mines, quarries and oil wells.....	Oct. 1965 <sup>p</sup>	6.5	—	8.1	2.6	26.0	33.9	5.2	5.1	19.1	9.5	116.2
	Sept. 1965 <sup>r</sup>	6.6	—	7.8	2.7	26.7	34.2	5.3	5.0	18.9	10.1	117.4
	Oct. 1964	5.3	—	7.8	2.2	25.2	32.2	4.9	3.9	18.1	8.1	107.8
Manufacturing industries.....	Oct. 1965 <sup>p</sup>	13.3	2.6	33.4	25.5	486.5	763.1	48.4	14.2	46.7	116.3	1,549.9
	Sept. 1965 <sup>r</sup>	13.5	2.8	33.5	26.6	488.4	763.9	48.7	14.6	46.8	118.8	1,557.5
	Oct. 1964	11.8	2.5	31.6	24.2	470.3	714.5	47.9	13.8	43.2	109.0	1,468.8
Non-durable goods manufac- turing.....	Oct. 1965 <sup>p</sup>	10.0	2.1	17.4	16.2	302.0	336.4	26.4	9.5	25.2	42.6	787.8
	Sept. 1965 <sup>r</sup>	10.3	2.2	17.2	17.3	304.2	343.7	26.8	9.6	25.2	43.9	800.3
	Oct. 1964	9.2	2.1	16.5	14.9	295.6	329.5	27.1	9.5	23.8	41.3	769.5
Durable goods manufacturing....	Oct. 1965 <sup>p</sup>	3.3	0.6	16.0	9.2	184.5	426.7	22.0	4.7	21.4	73.7	762.1
	Sept. 1965 <sup>r</sup>	3.2	0.6	16.3	9.3	184.2	420.2	21.9	5.0	21.6	74.9	757.2
	Oct. 1964	2.6	0.4	15.1	9.3	174.7	385.0	20.8	4.3	19.4	67.7	699.3
Construction.....	Oct. 1965 <sup>p</sup>	11.5	1.8	13.7	12.4	116.1	151.2	16.1	16.3	36.2	36.9	412.1
	Sept. 1965 <sup>r</sup>	11.7	1.9	13.9	13.1	116.6	151.5	16.3	16.0	35.6	37.7	414.3
	Oct. 1964	8.7	1.4	11.3	10.1	112.9	135.1	16.7	14.0	31.8	31.0	373.1
Transportation, communication and other utilities.....	Oct. 1965 <sup>p</sup>	15.2	2.7	22.3	20.2	165.5	204.8	42.2	27.0	47.9	69.8	617.5
	Sept. 1965 <sup>r</sup>	15.7	2.7	22.2	20.5	168.7	204.7	43.0	28.3	49.3	71.2	626.2
	Oct. 1964	14.8	2.8	21.6	19.5	163.9	201.3	41.9	27.3	47.8	66.3	607.1
Trade.....	Oct. 1965 <sup>p</sup>	15.9	3.9	27.8	24.4	238.3	362.4	49.0	35.7	71.4	95.4	924.4
	Sept. 1965 <sup>r</sup>	15.8	3.6	27.7	23.7	237.1	358.3	49.2	35.7	71.3	95.4	917.9
	Oct. 1964	15.0	3.9	27.1	22.8	226.2	348.9	46.8	34.7	66.4	88.1	879.9
Finance, insurance and real estate.....	Oct. 1965 <sup>p</sup>	1.5	0.6	5.7	4.1	69.5	102.1	11.6	7.3	14.1	21.6	238.0
	Sept. 1965 <sup>r</sup>	1.5	0.6	5.7	4.1	69.4	102.1	11.6	7.4	14.1	21.6	238.0
	Oct. 1964	1.4	0.6	5.5	4.0	66.0	97.3	11.4	6.8	13.7	20.0	226.7
Service (commercial sector) <sup>(1)</sup> ....	Oct. 1965 <sup>p</sup>	5.3	1.7	11.5	9.0	137.7	204.6	25.7	15.3	37.6	58.1	506.6
	Sept. 1965 <sup>r</sup>	5.4	1.8	11.8	9.5	138.7	208.2	25.8	15.4	38.8	57.9	513.4
	Oct. 1964	4.4	1.5	11.0	7.3	123.0	184.4	23.2	13.5	34.9	50.8	453.9
Total—Specified industries.....	Oct. 1965 <sup>p</sup>	74.4	13.5	124.6	106.5	1,265.6	1,835.0	198.8	121.3	275.2	428.7	4,443.6
	Sept. 1965 <sup>r</sup>	75.4	13.7	124.9	108.8	1,272.4	1,836.0	200.4	122.5	277.0	434.7	4,465.8
	Oct. 1964	65.9	12.8	118.3	100.0	1,216.8	1,727.5	193.5	114.2	258.0	393.5	4,200.5

<sup>(1)</sup> Includes health services (except hospitals); motion picture and recreational services; services to business management; personal services (except domestic service) and miscellaneous services.

<sup>p</sup>Preliminary figures. <sup>r</sup>Revised figures. NOTE: Estimates may not add to totals due to rounding.

Basis: Revised Standard Industrial Classification.

**TABLE C-3—Industry Summary of Employment and Average Weekly Wages and Salaries**

<i>Industries</i>	<i>Employment index numbers</i>			<i>Average weekly wages and salaries</i>		
	<i>Oct. 1965</i>	<i>Sept. 1965</i>	<i>Oct. 1964</i>	<i>Oct. 1965</i>	<i>Sept. 1965</i>	<i>Oct. 1964</i>
	<i>(1949=100)</i>			<i>\$</i>	<i>\$</i>	<i>\$</i>
MINING.....	124.3	125.8	116.6	115.14	111.52	108.31
Metal mining.....	140.7	142.8	131.4	115.09	113.98	108.30
Gold.....	55.8	56.0	60.7	95.38	95.67	87.49
Other metal.....	219.0	222.8	197.1	119.72	118.22	114.26
Iron.....	365.8	370.7	323.4	134.94	133.22	133.12
Uranium.....	.....	.....	.....	123.51	128.97	131.52
Fuels.....	86.5	84.1	82.2	121.05	111.91	114.00
Coal.....	37.8	36.3	37.8	90.54	74.60	87.43
Oil and natural gas.....	287.2	280.5	262.2	137.57	131.82	129.54
Non-metal.....	160.6	170.7	151.1	105.97	101.60	99.22
Asbestos.....	172.3	174.0	167.3	114.03	111.27	108.15
MANUFACTURING.....	132.0	132.7	123.6	96.25	94.69	91.15
Durable goods.....	143.4	142.2	130.2	104.33	102.67	98.85
Non-durable goods.....	122.5	124.7	118.2	88.33	87.07	84.07
Food and beverages.....	128.1	137.2	124.2	82.90	79.92	78.32
Meat products.....	148.5	148.1	142.6	92.36	91.19	88.55
Dairy products.....	128.4	133.4	124.9	80.86	79.84	77.29
Canned and preserved fruits and vegetables.....	147.0	221.4	146.6	67.00	64.95	61.04
Grain mill products.....	97.2	100.3	95.4	94.11	91.23	88.23
Bread and other bakery products.....	117.2	116.9	115.2	80.16	79.55	76.12
Biscuits and crackers.....	103.7	104.8	100.2	76.60	75.94	73.71
Distilled and malt liquors.....	100.8	96.9	99.9	118.66	115.37	111.79
Other beverages.....	157.6	171.7	155.0	86.96	81.93	80.38
Tobacco and tobacco products.....	81.5	81.8	81.3	95.51	93.27	93.42
Rubber products.....	126.5	124.6	119.9	100.94	100.12	95.43
Leather products.....	88.8	90.1	90.1	63.76	63.68	61.31
Boots and shoes (except rubber).....	89.1	91.1	91.2	61.32	62.03	58.53
Other leather products.....	88.2	88.2	88.2	68.22	66.75	66.53
Textile products (except clothing).....	94.2	93.8	91.4	77.29	76.51	73.70
Cotton yarn and broad woven goods.....	76.7	76.6	78.0	75.40	73.59	71.60
Woollen goods.....	67.0	67.4	67.2	71.83	70.53	66.86
Synthetic textiles and silk.....	120.1	119.7	113.6	83.88	84.15	80.40
Clothing (textile and fur).....	105.3	105.6	101.7	60.12	59.08	57.57
Men's clothing.....	110.9	110.7	107.3	58.85	57.85	56.05
Women's clothing.....	117.6	119.3	113.5	61.43	59.95	58.31
Knit goods.....	83.0	82.6	78.6	61.20	59.54	59.08
Fur Goods.....	57.9	60.6	58.9	88.16	88.50	81.09
Wood products.....	123.0	124.2	116.4	83.89	82.76	80.33
Saw and planing mills.....	122.7	125.2	117.7	85.92	84.86	82.89
Furniture.....	141.7	140.5	130.9	82.01	80.71	77.48
Other wood products.....	87.8	86.8	80.8	75.15	73.55	70.22
Paper products.....	141.4	142.2	134.9	111.86	111.86	105.75
Pulp and paper mills.....	138.6	139.7	133.4	120.65	120.58	114.02
Other paper products.....	148.0	148.1	138.4	92.42	92.42	86.64
Printing, publishing and allied industries.....	134.1	133.5	125.9	103.68	103.38	98.41
Iron and steel products.....	137.1	136.4	125.6	108.07	107.06	102.86
Agricultural implements.....	80.9	79.7	71.1	117.13	111.42	106.02
Boilers and plate work.....	122.3	122.5	117.9	109.19	107.09	105.86
Fabricated and structural steel.....	197.3	197.8	175.9	109.62	108.54	104.25
Hardware and tools.....	136.3	135.8	130.0	94.44	94.55	90.36
Heating and cooking appliances.....	120.1	121.0	116.3	95.02	94.15	88.78
Iron castings.....	126.9	120.8	110.1	106.48	106.65	100.15
Machinery, industrial.....	173.0	171.4	152.5	105.78	105.13	99.95
Primary iron and steel.....	155.0	156.4	146.4	121.52	119.39	115.84
Sheet metal products.....	133.2	136.2	125.6	102.77	103.39	98.18
Wire and wire products.....	147.1	144.5	128.2	101.29	102.46	103.76



Industries	Employment index numbers			Average weekly wages and salaries		
	Oct. 1965	Sept. 1965	Oct. 1964	Oct. 1965	Sept. 1965	Oct. 1964
	(1949 = 100)			\$	\$	\$
Transportation equipment.....	144.3	140.0	120.7	114.69	111.44	108.39
Aircraft and parts.....	251.9	244.0	255.5	117.22	110.11	110.47
Motor vehicles.....	170.7	163.6	112.6	131.51	128.45	132.56
Motor vehicle parts and accessories.....	194.7	187.1	147.7	109.64	108.21	101.01
Railroad and rolling stock equipment.....	64.3	64.1	62.5	100.32	98.52	95.00
Shipbuilding and repairing.....	150.2	148.2	142.6	104.30	101.54	98.36
Non-ferrous metal products.....	142.8	143.0	134.9	107.18	106.26	101.22
Aluminum products.....	146.0	147.7	146.3	104.14	102.86	94.91
Brass and copper products.....	129.1	129.6	115.2	102.05	101.46	100.81
Smelting and refining.....	151.9	151.9	146.0	117.41	116.69	110.43
Electrical apparatus and supplies.....	179.0	176.9	166.5	101.35	100.31	96.14
Heavy electrical machinery.....	131.2	128.9	122.7	108.13	108.27	104.04
Telecommunication equipment.....	312.2	309.4	295.2	96.62	94.90	91.98
Non-metallic mineral products.....	177.4	177.4	164.2	103.69	102.24	99.49
Clay products.....	99.4	103.5	95.2	91.83	90.17	86.85
Glass and glass products.....	196.7	191.0	173.6	97.06	93.65	93.50
Products of petroleum and coal.....	133.1	135.4	141.8	139.41	139.34	133.48
Petroleum refining and products.....	135.3	137.8	144.2	140.53	140.43	134.72
Chemical products.....	150.0	149.7	140.6	109.81	109.50	106.40
Medicinal and pharmaceutical preparations.....	141.6	138.9	129.3	98.94	98.71	95.43
Acids, alkalis and salts.....	168.9	169.6	158.9	124.14	123.02	119.66
Miscellaneous manufacturing industries.....	176.5	175.3	170.3	81.72	81.15	78.96
CONSTRUCTION.....	161.0	161.9	146.2	109.22	107.26	100.14
Building and general engineering.....	168.9	167.6	146.6	116.92	114.99	108.19
Highways, bridges and streets.....	147.8	152.7	145.5	94.67	93.22	86.79
SERVICE.....	211.9	214.2	191.0	66.52	65.50	61.92
Hotels and restaurants.....	178.2	183.8	162.8	49.20	48.69	47.11
Laundries and dry cleaning plants.....	176.1	175.3	162.7	58.23	57.35	54.68
INDUSTRIAL COMPOSITE.....	143.5	144.0	134.7	93.58	92.27	88.47

Latest figures subject to revision.

NOTE: Information for other industries is given in employment and payrolls. SOURCE: *Employment and Payrolls*, DBS.

**TABLE C-4—Hours and Earnings in Manufacturing, by Province**

	Average Hours Worked			Average Hourly Earnings*		
	October 1965	September 1965	October 1964	October 1965	September 1965	October 1964
				\$	\$	\$
Newfoundland.....	39.2	40.2	40.3	1.80	1.77	1.76
Nova Scotia.....	41.4	40.7	41.4	1.82	1.79	1.76
New Brunswick.....	42.0	41.3	42.5	1.83	1.79	1.74
Quebec.....	42.6	42.2	42.4	1.92	1.90	1.82
Ontario.....	41.7	41.5	41.7	2.27	2.24	2.13
Manitoba.....	40.6	40.6	40.7	1.94	1.93	1.85
Saskatchewan.....	41.1	39.9	39.8	2.16	2.11	2.09
Alberta (includes Northwest Territories).....	40.9	40.3	40.8	2.18	2.17	2.10
British Columbia (includes Yukon Territory).....	38.0	37.9	38.5	2.66	2.65	2.52

\*Includes shift differential, premium pay for overtime, pay for paid holidays, pay for paid sick leave if paid through payroll but not if paid under insurance plan, incentive bonus but not annual bonus. (Hourly-rated wage-earners).

NOTE: Information on hours and earnings by cities is obtainable from *Man-Hours and Hourly Earnings*, DBS.

SOURCE: *Man-Hours and Hourly Earnings* DBS.

TABLE C-5—Hours and Earnings, by Industry

Industry	Average weekly hours			Average hourly earnings			Average weekly wages		
	Oct.	Sept.	Oct.	Oct.	Sept.	Oct.	Oct.	Sept.	Oct.
	1965	1965	1964	1965	1965	1964	1965	1965	1964
				\$	\$	\$	\$	\$	\$
MINING.....	43.2	41.9	43.0	2.47	2.45	2.33	106.67	102.69	100.29
Metal mining.....	42.6	42.5	42.5	2.55	2.54	2.41	108.74	108.21	102.57
Gold.....	42.2	42.9	42.5	2.07	2.05	1.89	87.54	87.78	80.31
Other metal.....	42.7	42.4	42.5	2.67	2.67	2.57	113.99	113.26	109.38
Copper-gold-silver.....	40.8	40.2	40.3	2.50	2.47	2.33	101.98	99.42	93.88
Iron.....	47.2	46.3	47.1	2.82	2.86	2.82	133.14	132.31	132.95
Uranium.....	36.8	39.4	40.3	3.06	3.15	3.19	112.76	124.03	128.48
Fuels.....	43.8	37.3	43.3	2.36	2.31	2.20	103.32	86.33	95.49
Coal.....	44.5	35.5	44.6	1.99	1.97	1.93	88.61	70.09	85.98
Oil and natural gas.....	42.8	39.8	41.1	2.86	2.72	2.71	122.60	108.28	111.27
Non-metal.....	45.3	44.1	45.0	2.25	2.21	2.13	101.98	97.71	95.94
Asbestos.....	43.4	42.3	42.8	2.49	2.48	2.41	108.16	104.80	102.83
MANUFACTURING.....	41.5	41.3	41.6	2.15	2.13	2.03	89.22	87.88	84.35
Durable goods.....	42.0	41.9	42.2	2.33	2.31	2.20	98.10	96.74	92.93
Non-durable goods.....	41.0	40.8	41.0	1.95	1.93	1.86	79.95	78.93	76.13
Food and beverages.....	41.1	40.9	41.2	1.84	1.78	1.74	75.64	72.96	71.49
Meat products.....	41.8	41.3	41.7	2.10	2.10	2.03	87.95	86.78	84.51
Canned and cured fish.....	37.8	36.8	37.2	1.28	1.27	1.17	48.26	46.83	43.62
Canned and preserved fruits and vegetables.....	39.1	42.0	40.2	1.49	1.43	1.34	58.12	60.16	53.94
Grain mill products.....	43.2	42.5	42.6	2.07	2.04	1.96	89.54	86.51	83.56
Bread and other bakery products.....	41.2	41.0	41.2	1.82	1.79	1.74	74.82	73.62	71.53
Biscuits and crackers.....	40.1	40.2	40.0	1.67	1.66	1.61	67.11	66.61	64.51
Distilled liquors.....	43.2	42.0	43.1	2.53	2.49	2.35	109.21	104.34	101.46
Malt liquors.....	40.1	39.8	39.5	2.70	2.67	2.57	108.36	106.27	101.59
Confectionery.....	41.2	40.9	41.0	1.53	1.54	1.42	63.03	62.93	58.48
Tobacco and tobacco products.....	37.3	36.4	37.8	2.41	2.38	2.30	89.77	86.52	86.90
Rubber products.....	42.6	43.0	42.6	2.22	2.22	2.11	94.72	95.47	89.87
Rubber footwear.....	41.2	41.7	41.8	1.64	1.65	1.56	67.71	68.76	65.40
Other rubber products.....	43.2	43.5	42.9	2.43	2.43	2.31	105.20	105.74	99.16
Leather products.....	39.3	39.7	40.1	1.49	1.48	1.42	58.52	58.50	56.76
Boots and shoes (except rubber).....	38.5	39.6	39.2	1.46	1.44	1.38	56.03	57.07	54.07
Other leather products.....	40.9	39.7	41.8	1.55	1.54	1.48	63.27	61.28	61.96
Textile products (except clothing).....	42.6	42.3	42.7	1.65	1.65	1.57	70.54	69.67	66.98
Cotton yarn and broad woven goods.....	42.3	41.3	41.7	1.69	1.68	1.62	71.68	69.45	67.57
Woollen goods.....	43.9	43.4	43.3	1.51	1.50	1.43	66.22	64.95	61.98
Synthetic textiles and silk.....	41.8	42.4	43.0	1.79	1.78	1.68	74.97	75.54	71.99
Filament yarn and staple fibres.....	40.7	40.8	42.7	2.16	2.14	2.00	87.80	87.27	85.24
Spun yarn and fabrics.....	42.8	43.8	43.2	1.49	1.49	1.41	63.85	65.40	60.85
Clothing (textile and fur).....	38.9	38.4	39.3	1.41	1.40	1.34	54.93	53.73	52.53
Men's clothing.....	38.5	38.4	39.2	1.40	1.39	1.32	53.89	53.26	51.91
Women's clothing.....	37.2	36.4	37.4	1.52	1.50	1.43	56.48	54.64	53.50
Knit goods.....	42.6	41.7	42.4	1.31	1.30	1.26	55.94	54.29	53.48
*Wood products.....	41.8	41.6	42.2	1.91	1.89	1.82	79.89	78.76	77.02
Saw and planing mills.....	40.6	40.5	41.2	2.03	2.01	1.97	82.45	81.41	80.88
Plywood and veneer mills.....	39.1	39.3	40.2	2.04	2.03	1.94	79.81	79.72	78.22
Sash, door and planing mills.....	43.2	43.3	43.8	1.68	1.67	1.58	72.75	72.33	68.95
Sawmills.....	40.2	39.9	40.5	2.15	2.13	2.14	86.65	85.02	86.72
Furniture.....	44.3	44.1	44.2	1.74	1.72	1.64	77.16	75.89	72.25
Other wood products.....	42.9	42.7	43.3	1.63	1.59	1.51	69.97	67.88	65.61
Paper products.....	42.3	42.4	42.0	2.51	2.50	2.38	105.97	106.25	99.96
Pulp and paper mills.....	42.2	42.3	41.9	2.72	2.71	2.57	114.63	114.85	107.95
Other paper products.....	42.5	42.7	42.1	2.00	2.00	1.89	84.99	85.31	79.49
Paper boxes and bags.....	42.6	43.0	42.4	2.01	2.01	1.89	85.61	86.41	79.92
Printing, publishing and allied industries.....	39.5	39.6	39.2	2.61	2.61	2.48	103.31	103.57	97.31



**Table C-5—Hours and Earnings, by Industry**

Industry	Average weekly hours			Average hourly earnings			Average weekly wages		
	Oct. 1965	Sept. 1965	Oct. 1964	Oct. 1965	Sept. 1965	Oct. 1964	Oct. 1965	Sept. 1965	Oct. 1964
				\$	\$	\$	\$	\$	\$
*Iron and steel products.....	42.2	41.9	42.2	2.45	2.45	2.33	102.44	102.58	98.15
Agricultural implements.....	41.6	40.5	40.1	2.63	2.57	2.40	109.53	104.21	96.17
Boilers and plate work.....	44.8	43.7	44.3	2.37	2.33	2.29	106.06	102.05	101.63
Fabricated and structural steel.....	42.9	42.6	42.7	2.39	2.36	2.26	102.66	100.43	96.54
Hardware and tools.....	42.7	42.8	43.2	2.07	2.06	1.96	88.15	88.24	84.64
Heating and cooking appliances.....	42.2	42.3	41.4	2.10	2.09	1.99	88.80	88.42	82.54
Iron castings.....	43.2	43.4	42.9	2.41	2.40	2.28	103.93	104.25	97.50
Machinery, industrial.....	43.3	43.2	43.1	2.34	2.34	2.21	101.47	101.35	95.12
Primary iron and steel.....	40.4	39.9	40.9	2.89	2.89	2.73	116.74	115.05	111.57
Sheet metal products.....	41.9	42.3	41.8	2.30	2.32	2.19	96.46	98.13	91.78
Wire and wire products.....	42.1	42.0	43.5	2.29	2.32	2.28	96.42	97.27	99.33
*Transportation equipment.....	42.0	41.4	42.2	2.59	2.55	2.40	108.68	105.64	101.30
Aircraft and parts.....	42.6	39.2	42.2	2.53	2.48	2.37	107.68	97.25	99.92
Motor vehicles.....	43.3	43.3	45.6	2.86	2.82	2.74	123.77	122.04	125.13
Motor vehicle parts and accessories.....	41.5	41.7	41.0	2.52	2.49	2.29	104.79	103.62	93.89
Railroad and rolling stock equipment.....	40.6	39.9	40.8	2.42	2.42	2.28	98.27	96.63	92.96
Shipbuilding and repairing.....	41.0	40.6	41.0	2.50	2.45	2.35	102.41	99.44	96.43
*Non ferrous metal products.....	41.9	41.7	41.2	2.40	2.38	2.30	100.30	99.55	94.66
Aluminum products.....	43.0	42.5	40.1	2.14	2.12	2.03	92.05	90.25	81.61
Brass and copper products.....	42.3	42.2	43.5	2.29	2.29	2.22	96.66	96.65	96.49
Smelting and refining.....	41.2	41.4	40.5	2.68	2.67	2.57	110.51	110.46	103.88
Other non-ferrous metal products.....	42.6	41.9	42.1	1.85	1.83	1.73	79.01	76.63	72.60
*Electrical apparatus and supplies.....	41.7	41.7	41.5	2.14	2.12	2.03	89.08	88.29	84.18
Heavy electrical machinery and equipment.....	42.1	42.2	41.6	2.36	2.35	2.29	99.32	99.10	95.15
Telecommunication equipment.....	40.8	40.4	40.6	1.90	1.89	1.80	77.39	76.26	73.03
Batteries.....	42.9	42.5	42.6	2.09	2.03	2.06	89.57	86.09	87.59
Refrigerators, vacuum cleaners and appliances.....	40.1	40.7	41.5	2.22	2.23	2.09	89.08	90.58	86.93
Wire and cable.....	44.3	44.2	42.7	2.42	2.37	2.26	107.02	104.84	96.43
Miscellaneous electrical products.....	41.9	42.1	41.8	2.04	2.00	1.92	85.53	84.39	80.12
*Non-metallic mineral products.....	44.8	44.3	45.1	2.24	2.20	2.10	100.19	97.60	94.55
Clay products.....	42.7	42.8	42.5	2.00	1.97	1.89	85.42	84.17	80.49
Glass and glass products.....	42.0	40.9	42.1	2.22	2.17	2.11	93.47	88.74	88.77
Products of petroleum and coal.....	42.6	42.9	42.7	2.96	2.96	2.86	126.22	126.87	122.24
Petroleum refining and products.....	42.6	42.9	42.7	3.01	3.00	2.91	127.99	128.54	124.10
Chemical products.....	41.4	41.4	41.3	2.33	2.33	2.27	96.40	96.34	93.64
Medicinal and pharmaceutical preparations.....	39.7	40.2	40.2	1.86	1.81	1.78	73.79	72.96	71.60
Acids, alkalis and salts.....	41.6	41.3	41.5	2.71	2.71	2.60	112.98	111.92	108.02
Fertilizers.....	41.6	41.6	41.3	2.46	2.43	2.31	102.06	101.09	95.24
Paints and varnishes.....	41.8	41.6	40.6	2.15	2.14	2.05	89.68	88.95	83.08
Miscellaneous manufacturing industries.....	41.7	41.5	41.9	1.69	1.69	1.64	70.68	70.12	68.81
Professional and scientific equipment.....	40.8	40.4	40.7	1.97	1.97	1.95	80.46	79.52	79.53
CONSTRUCTION.....	43.2	42.9	43.0	2.51	2.48	2.30	108.23	106.07	98.76
Building and general engineering.....	42.4	41.9	42.4	2.73	2.71	2.52	115.92	113.46	106.73
Building.....	41.3	41.2	41.3	2.71	2.68	2.52	111.93	110.54	103.79
General engineering.....	47.7	44.9	48.8	2.84	2.83	2.54	135.50	127.16	123.80
Highways, bridges and streets.....	44.9	45.0	44.1	2.02	2.00	1.88	90.81	89.98	83.16
ELECTRIC AND MOTOR TRANSPORTATION.....	45.0	44.6	44.9	2.22	2.19	2.10	99.69	97.81	94.47
SERVICE.....	36.4	36.7	37.0	1.30	1.29	1.23	47.53	47.31	45.54
Hotels and restaurants.....	35.9	36.2	36.4	1.26	1.24	1.19	45.05	44.81	43.41
Laundries and dry cleaning plants.....	39.7	39.7	40.1	1.25	1.24	1.18	49.69	49.45	47.33

\*Durable manufactured goods industries.  
(Hourly-rated wage-earners).

Latest figures subject to revision.

SOURCE: *Man-Hours and Hourly Earnings*, DBS.

**TABLE C-6—Earnings and Hours of Hourly-Rated Wage-Earners in Manufacturing**

Period	Hours Worked Per Week	Average Hourly Earnings	Average Weekly Wages	Index Number of Average Weekly Wages (1949 = 100)	
				Current Dollars	1949 Dollars
		\$	\$		
Monthly Average 1960.....	40.4	1.78	71.96	172.4	134.5
Monthly Average 1961.....	40.6	1.83	74.27	177.9	137.7
Monthly Average 1962.....	40.7	1.88	76.55	183.4	140.1
Monthly Average 1963.....	40.8	1.95	79.40	190.2	142.8
Monthly Average 1964.....	41.0	2.02	82.90	198.6	146.5
Last Pay Period in:					
1964—October.....	41.6	2.03	84.35	202.1	148.7
November.....	41.2	2.04	84.04	201.3	147.2
December.....	38.8	2.08	80.65	193.2	141.1
1965—January.....	41.0	2.08	85.34	204.5	149.0
February.....	40.6	2.08	84.48	202.4	147.4
March.....	41.3	2.11	87.07	208.6	151.5
April.....	41.1	2.11	86.96	208.3	151.0
May.....	41.1	2.11	86.63	207.4	149.2
June.....	41.2	2.11	86.89	208.2	149.2
July.....	40.8	2.09	85.36	204.8	146.9
August.....	41.1	2.09	86.01	206.1	148.2
September*.....	41.3	2.13	87.88	210.5	151.1
October†.....	41.5	2.15	89.22	213.8	152.5

NOTE: The index of average weekly wages in 1949 dollars is computed by dividing the index of average weekly wages in current dollars by the Consumer Price Index. For a more complete statement of uses and limitations of the adjusted figures see *Man-Hours and Hourly Earnings*.

\*Revised.

†Preliminary.

SOURCE: *Man-Hours and Hourly Earnings*, DBS.

## Parliament

*Continued from page 111*

- legislation to amend the Railway Act;

- a measure "to provide for the re-organization of certain departments of government, in order to adapt the structure of administration to new and changing conditions, and so better meet the needs of our people." (This re-organization included the conversion of the Department of Citizenship and Immigration into a Department of Manpower; the broadening of the Department of Forestry into a Department of Forestry

and Rural Development; the creation of a Department of Energy, Mines and Resources; the conversion of the Department of Northern Affairs and National Resources into a Department of Indian Affairs and Northern Affairs; and the establishment of a Department of the Treasury Board under its own minister.)

- legislation to make collective bargaining available to the public service;

- legislation revising federal superannuation and pension plans to integrate them with the Canada Pension Plan.

## Kohler Management Settles for \$4.5 Million

An 11½-year labour dispute that began on April 5, 1954, when members of Local 833 of the United Auto Workers Union (UAW) walked out of the Kohler plant in Kohler, Wis., has reached a complete and final settlement. Management has agreed to pay \$4,500,000 in back pay and pensions. A new contract calls for an average wage of \$2.50 an hour. Union security had been the main issue of the strike. After four years of hearings, the board ruled that Kohler had prolonged the strike through unfair labour practices, which included refusal to bargain in good faith.



## D—National Employment Service Statistics

Statistics presented in the following tables relate to registrations for employment and vacancies notified by employers at NES offices. These data are derived from reports prepared in

National Employment Service offices and processed in the Unemployment Insurance Section, DBS. See also Technical Note, page 67, Jan.-Feb. issue.

**TABLE D-1—Unfilled Vacancies and Registrations on Hand**

Period	Unfilled Vacancies*			Registrations on Hand		
	Male	Female	Total	Male	Female	Total
End of:						
January 1961.....	8,866	8,377	17,243	668,766	185,972	854,738
January 1962.....	11,428	12,069	23,497	570,061	161,094	731,155
January 1963.....	13,419	12,532	25,951	579,205	163,880	743,085
January 1964.....	19,737	15,658	35,395	498,726	153,661	652,387
January 1965.....	22,509	15,141	37,650	447,847	152,195	600,042
February 1965.....	23,167	16,364	39,531	453,555	153,426	606,981
March 1965.....	27,436	19,898	47,334	447,673	149,274	596,947
April 1965.....	35,094	24,548	59,642	397,193	142,760	539,953
May 1965.....	38,765	26,560	65,325	277,216	124,123	401,339
June 1965.....	36,285	24,739	61,024	238,646	144,684	383,330
July 1965.....	36,995	23,608	60,603	207,721	132,254	339,975
August 1965.....	40,318	30,236	70,554	173,158	111,601	284,759
September 1965.....	43,058	28,809	71,867	144,812	100,407	245,219
October 1965.....	38,929	23,901	62,830	155,644	104,993	260,637
November 1965.....	48,183	27,246	75,429	218,819	118,073	336,892
December 1965 <sup>(1)</sup> .....	30,037	20,866	50,903	316,440	125,750	442,190
January 1966 <sup>(1)</sup> .....	26,286	17,524	43,810	404,298	147,105	551,403

(1) Latest figures subject to revision.

\* Current vacancies only. Deferred vacancies are excluded.

**TABLE D-2—Registrations Received, Vacancies Notified and Placements Effected in 1961-1964, and in December 1964-December 1965**

Year and Month	Registrations Received		Vacancies Notified		Placements Effected	
	Male	Female	Male	Female	Male	Female
1961—Year.....	3,125,195	1,106,790	836,534	469,119	748,790	371,072
1962—Year.....	3,177,423	1,171,111	1,010,365	544,795	897,285	438,471
1963—Year.....	2,912,511	1,130,539	938,052	507,910	790,381	387,728
1964—Year.....	2,894,099	1,179,889	1,030,199	530,575	845,696	395,380
1964—December.....	341,413	103,065	77,455	41,458	76,480	40,686
1965—January.....	272,107	100,622	65,179	34,426	53,989	23,938
February.....	207,415	79,029	62,727	32,744	49,152	22,308
March.....	236,435	87,317	81,598	41,971	62,519	27,678
April.....	212,743	84,512	89,202	42,378	67,731	26,976
May.....	191,819	86,629	103,280	47,189	81,804	32,057
June.....	227,386	112,387	96,397	48,555	79,344	34,544
July.....	213,029	105,862	91,126	48,495	73,347	38,034
August.....	203,613	98,611	102,786	60,863	78,643	42,910
September.....	204,572	102,142	116,261	55,870	90,690	41,419
October.....	192,182	92,918	92,067	39,869	73,120	29,113
November.....	276,347 <sup>R</sup>	113,148	116,125	47,977	84,320	31,113
December <sup>(1)</sup> .....	303,524	102,536	72,004	45,614	70,786	42,187

R—Revised (1)—Preliminary.

**TABLE D-3—Placements Effected, by Industry and by Sex, in December 1965<sup>(1)</sup>**

<i>Industry Group</i>	<i>Male</i>	<i>Female</i>	<i>Total</i>	<i>Change from December 1964</i>	
AGRICULTURE, FISHING, TRAPPING.....	837	212	1,049	+	236
FORESTRY.....	890	20	910	—	443
MINING, QUARRYING AND OIL WELLS.....	851	57	908	+	180
Metal mining.....	519	11	530	+	95
Fuels.....	155	37	192	+	33
Non-metal mining.....	30	2	32	—	4
Quarrying, clay and sand pits.....	48	—	48	+	19
Prospecting.....	99	7	106	+	37
MANUFACTURING.....	12,483	4,815	17,298	+	1,013
Foods and beverages.....	1,282	590	1,872	+	143
Tobacco and tobacco products.....	37	4	41	+	23
Rubber products.....	118	49	167	—	18
Leather products.....	211	222	433	—	21
Textile products (except clothing).....	642	329	971	+	130
Clothing (textile and fur).....	378	1,078	1,456	+	60
Wood products.....	1,543	170	1,713	—	90
Paper products.....	972	234	1,206	+	90
Printing, publishing and allied industries.....	842	425	1,267	+	136
Iron and steel products.....	2,323	395	2,718	+	317
Transportation equipment.....	1,639	287	1,926	—	69
Non-ferrous metal products.....	481	92	573	+	2
Electrical apparatus and supplies.....	648	355	1,003	+	210
Non-metallic mineral products.....	414	52	466	—	148
Products of petroleum and coal.....	28	11	39	+	3
Chemical products.....	491	255	746	+	222
Miscellaneous manufacturing industries.....	434	267	701	+	23
CONSTRUCTION.....	9,016	138	9,154	+	917
General contractors.....	6,053	69	6,122	+	1,159
Special trade contractors.....	2,963	69	3,032	—	242
TRANSPORTATION, STORAGE AND COMMUNICATION.....	5,335	269	5,604	+	250
Transportation.....	4,713	125	4,838	+	244
Storage.....	364	53	417	+	70
Communication.....	258	91	349	—	64
PUBLIC UTILITY OPERATION.....	163	48	211	+	35
TRADE.....	7,766	4,096	11,862	—	1,639
Wholesale.....	3,214	721	3,935	—	306
Retail.....	4,552	3,375	7,927	—	1,333
FINANCE, INSURANCE AND REAL ESTATE.....	452	816	1,268	—	10
SERVICE.....	32,993	31,716	64,709	—	4,732
Community or public service.....	767	1,255	2,022	+	10
Government service.....	27,815	21,780	49,595	—	3,422
Recreation service.....	218	105	323	—	81
Business service.....	908	492	1,400	+	48
Personal service.....	3,285	8,084	11,369	—	1,287
GRAND TOTAL.....	70,786	42,187	112,973	—	4,193

(1) Preliminary.



**TABLE D-4—Registrations on Hand, by Occupation and by Sex, at December 31, 1965<sup>(1)</sup>**

Occupational Group	Registrations on Hand		
	Male	Female	Total
Professional & managerial workers.....	7,118	2,032	9,150
Clerical workers.....	15,371	39,014	54,385
Sales workers.....	6,056	10,994	17,050
Personal & domestic service workers.....	34,832	25,072	59,904
Seamen.....	3,264	66	3,330
Agriculture, fishing, forestry (ex. log.).....	7,117	622	7,739
Skilled and semi-skilled workers.....	129,432	20,254	149,686
Food and kindred products (incl. tobacco).....	1,120	514	1,634
Textiles, clothing, etc.....	2,473	13,581	16,054
Lumber and lumber products.....	13,360	119	13,479
Pulp, paper (incl. printing).....	987	363	1,350
Leather and leather products.....	853	937	1,790
Stone, clay & glass products.....	457	44	501
Metalworking.....	9,454	837	10,291
Electrical.....	1,359	992	2,351
Transportation equipment.....	435	45	480
Mining.....	1,021	—	1,021
Construction.....	41,453	7	41,460
Transportation (except seamen).....	24,215	96	24,311
Communications & public utility.....	573	7	580
Trade and service.....	4,115	1,548	5,663
Other skilled and semi-skilled.....	18,711	842	19,553
Foremen.....	3,499	309	3,808
Apprentices.....	5,347	13	5,360
Unskilled workers.....	113,250	27,696	140,946
Food and tobacco.....	5,536	9,056	14,592
Lumber & lumber products.....	12,048	477	12,525
Metalworking.....	3,780	598	4,378
Construction.....	59,674	3	59,677
Other unskilled workers.....	32,212	17,562	49,774
GRAND TOTAL.....	316,440	125,750	442,190

<sup>(1)</sup> Preliminary—Subject to revision.**TABLE D-5—Registrations on Hand, by Local Office Areas, at December 31, 1965**

Registrations on Hand			Registrations on Hand			Registrations on Hand		
Office	Previous Year		Office	Previous Year		Office	Previous Year	
	(1) Dec. 31, 1965	Dec. 31, 1964		(1) Dec. 31, 1965	Dec. 31, 1964		(1) Dec. 31, 1965	Dec. 31, 1964
NEWFOUNDLAND.....	20,410	22,169	New Glasgow.....	2,634	2,559	Sussex.....	417	620
Corner Brook.....	3,825	4,192	Springhill.....	784	872	Woodstock.....	942	1,081
Grand Falls.....	1,960	2,027	Sydney.....	3,160	3,499	QUEBEC.....	146,250	160,893
St. John's.....	14,625	15,950	Sydney Mines.....	1,103	1,328	Alma.....	1,284	1,169
PRINCE EDWARD			Truro.....	1,671	1,488	Asbestos.....	708	718
ISLAND.....	3,841	4,158	Yarmouth.....	2,109	2,358	Baie Comeau.....	1,270	1,207
Charlottetown.....	2,503	2,818	NEW BRUNSWICK.....	24,012	25,748	Beauharnois.....	830	1,036
Summerside.....	1,338	1,340	Bathurst.....	4,780	5,282	Buckingham.....	843	865
NOVA SCOTIA.....	21,599	23,519	Campbellton.....	1,747	2,068	Causapscal.....	1,417	1,683
Amherst.....	1,032	1,001	Edmundston.....	1,552	1,783	Chandler.....	2,084	2,044
Bridgewater.....	1,443	1,736	Fredericton.....	1,283	1,486	Chicoutimi.....	1,824	1,884
Halifax.....	4,540	5,011	Minto.....	253	290	Cowansville.....	568	430
Inverness.....	669	804	Moncton <sup>(2)</sup> .....	6,649	6,103	Dolbeau.....	823	1,058
Kentville.....	2,029	2,330	Newcastle.....	2,865	2,656	Drummondville.....	2,680	2,468
Liverpool.....	425	533	Saint John.....	2,357	3,059	Farnham.....	378	581
			St. Stephen.....	1,167	1,320	Forestville.....	944	716

TABLE D-5—Registrations on Hand, by Local Office Areas, at December 31, 1965—concluded

Registrations on Hand			Registrations on Hand			Registrations on Hand		
Office	Previous Year		Office	Previous Year		Office	Previous Year	
	(1) Dec. 31, 1965	Dec. 31, 1964		(1) Dec. 31, 1965	Dec. 31, 1964		(1) Dec. 31, 1965	Dec. 31, 1964
QUEBEC—Concluded			Galt.....	711	1,082	MANITOBA.....	17,738	21,274
Gaspé.....	1,663	1,887	Gananoque.....	266	326	Brandon.....	1,560	2,060
Granby.....	2,608	2,518	Goderich.....	389	494	Dauphin.....	1,069	1,285
Hull.....	4,068	4,227	Guelph.....	1,172	1,221	Flin Flon.....	171	164
Joliette.....	3,745	4,062	Hamilton.....	9,898	10,549	Portage la Prairie.....	999	1,083
Jonquière.....	2,101	2,222	Hawkesbury.....	811	878	The Pas.....	344	436
Lachute.....	609	872	Kapuskasing.....	541	431	Winnipeg.....	13,595	16,246
Lac-Mégantic.....	1,042	1,058	Kenora.....	1,093	1,078	SASKATCHEWAN.....	13,896	17,713
La Malbaie.....	1,514	1,682	Kingston.....	1,782	1,997	Estevan.....	227	396
La Tuque.....	577	608	Kirkland Lake.....	743	672	Lloydminster.....	322	452
Lévis.....	3,452	3,904	Kitchener.....	1,526	2,777	Moose Jaw.....	983	1,273
Louiseville.....	972	940	Leamington.....	546	679	North Battleford.....	1,009	1,242
Magog.....	862	819	Lindsay.....	498	716	Prince Albert.....	1,809	2,260
Maniwaki.....	691	673	Listowel.....	202	274	Regina.....	3,550	4,339
Matane.....	2,043	2,001	London.....	4,020	4,502	Saskatoon.....	3,287	4,161
Mont-Laurier.....	617	798	Long Branch.....	2,676	3,267	Swift Current.....	808	1,012
Montmagny.....	1,759	1,890	Midland.....	1,061	1,227	Weyburn.....	260	409
Montréal.....	43,487	50,842	Napanee.....	577	649	Yorkton.....	1,641	2,169
New Richmond.....	1,848	1,564	New Liskeard.....	365	345	ALBERTA.....	19,775	26,529
Port Alfred.....	944	1,064	Newmarket.....	906	1,097	Blairmore.....	238	452
Québec.....	12,382	12,850	Niagara Falls.....	2,253	2,676	Calgary.....	6,573	8,590
Rimouski.....	2,486	2,733	North Bay.....	1,232	1,553	Drumheller.....	321	483
Rivière-du-Loup.....	4,268	3,910	Oakville.....	587	663	Edmonton.....	7,844	10,766
Roberval.....	1,283	996	Orillia.....	856	1,080	Edson.....	220	273
Rouyn.....	1,483	1,709	Oshawa.....	3,560	5,703	Grande Prairie.....	665	782
Ste. Agathe des Monts..	829	934	Ottawa.....	5,400	5,720	Lethbridge.....	2,077	2,581
Ste. Anne de Bellevue...	872	1,197	Owen Sound.....	1,197	1,452	Medicine Hat.....	894	1,250
Ste. Thérèse.....	1,856	1,879	Parry Sound.....	356	452	Red Deer.....	943	1,352
St. Hyacinthe.....	2,238	2,314	Pembroke.....	1,213	1,297	BRITISH COLUMBIA...	51,761	59,510
St. Jean.....	2,152	2,184	Perth.....	583	680	Chilliwack.....	1,953	2,228
St. Jérôme.....	1,851	2,546	Peterborough.....	1,812	2,253	Courtenay.....	1,136	1,687
Sept-Îles.....	1,636	1,896	Pictou.....	442	552	Cranbrook.....	849	833
Shawinigan.....	3,247	4,058	Port Arthur.....	2,148	2,418	Dawson Creek.....	801	1,165
Sherbrooke.....	4,736	4,748	Port Colborne.....	577	685	Duncan.....	1,143	1,324
Sorel.....	2,207	2,692	Prescott.....	647	778	Kamloops.....	1,740	2,076
Thetford Mines.....	1,629	1,794	Renfrew.....	370	492	Kelowna.....	1,271	1,481
Trois-Rivières.....	4,158	4,809	St. Catharines.....	3,456	3,498	Mission City <sup>(3)</sup> .....	1,121	1,525
Val-d'Or.....	1,258	1,260	St. Thomas.....	664	889	Nanaimo.....	1,145	1,482
Valleyfield.....	1,640	2,237	Sarnia.....	1,765	2,026	Nelson.....	620	994
Victoriaville.....	2,169	2,376	Sault Ste. Marie.....	1,928	2,205	New Westminster.....	7,706	8,553
Ville St. Georges.....	1,615	2,281	Simcoe.....	673	1,165	Penticton.....	1,579	2,083
ONTARIO.....	122,908	147,333	Smiths Falls.....	422	511	Port Alberni.....	744	1,031
Arnprior.....	240	376	Stratford.....	302	652	Prince George.....	1,492	1,645
Barrie.....	1,132	1,224	Sturgeon Falls.....	632	712	Prince Rupert.....	1,476	1,868
Belleville.....	1,513	1,586	Sudbury.....	2,384	3,072	Quesnel.....	538	701
Bracebridge.....	964	1,136	Tillsonburg.....	294	359	Trail.....	553	846
Brampton.....	899	1,226	Timmins.....	1,159	1,450	Vancouver.....	20,489	22,062
Brantford.....	1,939	1,862	Toronto.....	30,679	37,826	Vernon.....	1,478	1,849
Brockville.....	417	581	Trenton.....	662	776	Victoria.....	3,569	3,624
Carleton Place.....	361	423	Walkerton.....	507	799	Whitehorse.....	358	453
Chatham.....	1,295	1,697	Wallaceburg.....	435	557	CANADA.....	442,190	508,846
Cobourg.....	572	845	Welland.....	1,345	1,835	Males.....	316,440	378,125
Collingwood.....	900	884	Weston.....	2,397	3,081	Females.....	125,750	130,721
Cornwall.....	2,169	2,338	Windsor.....	4,391	4,718			
Elliot Lake.....	269	378	Woodstock.....	404	603			
Fort Erie.....	595	658						
Fort Frances.....	614	700						
Fort William.....	1,514	1,970						

(1) Preliminary.  
(2) Includes registrations reported by the Îles-de-la-Madeleine, Que. local office.  
(3) Effective Dec. 20, 1965, the NES local office has been transferred to Abbotsford.



## E—Unemployment Insurance

Unemployment insurance statistics are concerned with numbers of persons covered by insurance and claimants for benefit at Unemployment Insurance Commission local offices. The data are compiled in the Unemployment Insurance Section, DBS, from

information supplied by the UIC. The source for Tables E-1 to E-4 is "The Statistical Report on the Operation of the Unemployment Insurance Act." For further information regarding the nature of the data see Technical Note, page 48, Jan.-Feb. issue.

**TABLE E-1—Estimates of the Insured Population under the Unemployment Insurance Act**

<i>End of</i>	<i>Total</i>	<i>Employed</i>	<i>Claimants</i>
1965—October.....	4,703,000	4,532,600	170,400
September.....	4,678,000	4,520,700	157,300
August.....	4,696,000	4,523,500	172,500
July.....	4,650,000	4,465,600	184,400
June.....	4,601,000	4,420,300	180,700
May.....	4,514,000	4,284,500	229,500
April.....	4,594,000	4,131,100	462,900
March.....	4,626,000	4,087,000	539,000
February.....	4,605,000	4,045,800	559,200
January.....	4,592,000	4,044,200	547,800
1964—December.....	4,582,000	4,103,800	478,200
November.....	4,491,000	4,216,500	274,500
October.....	4,432,000	4,217,500	214,500

**TABLE E-4—Benefit Payments, by Province, December 1965**

<i>Province</i>	<i>Weeks Paid*</i>	<i>Amount of Benefit Paid</i>
		\$
Newfoundland.....	15,813	366,204
Prince Edward Island.....	2,247	48,520
Nova Scotia.....	26,776	594,041
New Brunswick.....	24,560	540,739
Quebec.....	176,695	4,150,375
Ontario.....	173,436	4,196,258
Manitoba.....	19,251	468,282
Saskatchewan.....	11,136	253,122
Alberta.....	21,769	525,970
British Columbia (including Yukon Territory).....	58,924	1,471,291
Total, Canada, November 1965....	530,607	12,614,802
Total, Canada, October 1965.....	431,282	10,223,036
Total, Canada, November 1964....	602,005	14,646,798

\*"Weeks paid" represents the total of complete and partial weeks of benefit paid during the month.

**TABLE E-3—Initial and Renewal Claims for Benefit, by Province, December 1965**

<i>Province</i>	<i>Claims filed at Local Offices</i>			<i>Disposal of Claims and Claims Pending at End of Month</i>			
	<i>Total*</i>	<i>Initial</i>	<i>Renewal</i>	<i>Total Disposed of†</i>	<i>Entitled to Benefit</i>	<i>Not Entitled to Benefit</i>	<i>Pending</i>
Newfoundland.....	7,186	6,136	1,050	4,602	3,599	1,003	3,469
Prince Edward Island.....	1,636	1,412	224	964	783	181	756
Nova Scotia.....	7,218	5,384	1,834	5,387	3,931	1,456	2,896
New Brunswick.....	7,905	6,155	1,750	5,616	4,265	1,351	3,604
Quebec.....	49,673	34,522	15,151	39,748	28,941	10,807	21,430
Ontario.....	39,208	28,742	10,466	31,909	21,783	10,126	16,400
Manitoba.....	6,662	5,008	1,654	4,690	3,258	1,432	2,722
Saskatchewan.....	4,827	3,736	1,091	2,760	1,909	851	2,485
Alberta.....	8,544	6,356	2,188	5,946	4,152	1,794	3,703
British Columbia (incl. Yukon Territory).....	18,681	13,341	5,340	15,050	10,079	4,971	7,792
Total, Canada, November 1965.....	151,540	110,792	40,748	116,672	82,700	33,972	65,257
Total, Canada, October 1965.....	83,126	56,692	26,434	79,874	51,443	28,431	30,389
Total, Canada, November 1964.....	168,958	119,545	49,413	133,306	96,553	36,753	77,235

\*In addition, revised claims received numbered 29,143.

†In addition, 28,226 revised claims were disposed of. Of these, 2,883 were special requests not granted and 1,709 appeals by claimants. There were 7,081 revised claims pending at the end of the month.

**TABLE E-2—Claimants Currently Reporting to Local Offices by Number of Weeks on Claim, Province and Sex, at December 31, 1965**

Province and sex	Total Claimants	Number of weeks on claim (based on 20 per cent sample)				Total Claimants	
		1-4	5-13	14-26	27 or more <sup>(1)</sup>	Oct. 29 1965	Nov. 30 1964
CANADA.....	244,617	149,112	49,416	27,356	18,733	170,408	274,532
Male.....	160,353	109,698	27,945	12,820	9,890	98,384	186,853
Female.....	84,264	39,414	21,471	14,536	8,843	72,024	87,679
Newfoundland.....	9,757	6,960	1,590	781	426	4,533	10,253
Male.....	8,300	6,351	1,209	468	272	3,366	8,835
Female.....	1,457	609	381	313	154	1,167	1,418
Prince Edward Island.....	2,004	1,659	196	110	39	627	1,965
Male.....	1,386	1,176	135	50	25	318	1,425
Female.....	618	483	61	60	14	309	540
Nova Scotia.....	12,698	7,059	2,654	1,618	1,367	8,475	13,465
Male.....	9,460	5,619	1,870	1,065	906	5,841	10,570
Female.....	3,238	1,440	784	553	461	2,634	2,895
New Brunswick.....	12,458	7,997	2,440	1,033	988	7,449	13,342
Male.....	8,635	5,944	1,364	651	676	4,735	9,425
Female.....	3,823	2,053	1,076	382	312	2,714	3,917
Quebec.....	82,095	51,218	17,064	8,733	5,080	57,705	87,782
Male.....	56,605	39,128	10,588	4,159	2,730	36,963	62,590
Female.....	25,490	12,090	6,476	4,574	2,350	20,742	25,192
Ontario.....	68,630	37,999	14,316	9,715	6,600	54,441	81,586
Male.....	37,960	24,041	6,740	4,095	3,084	27,059	49,123
Female.....	30,670	13,958	7,576	5,620	3,516	27,382	32,463
Manitoba.....	8,530	5,291	1,491	886	862	5,813	11,301
Male.....	5,730	3,918	829	419	564	3,099	7,388
Female.....	2,800	1,373	662	467	298	2,714	3,913
Saskatchewan.....	6,686	4,506	1,200	612	368	3,489	8,383
Male.....	4,377	3,504	508	205	160	1,450	5,852
Female.....	2,309	1,002	692	407	208	2,039	2,531
Alberta.....	12,132	8,276	2,059	1,102	695	7,015	14,921
Male.....	7,941	6,186	945	391	419	3,218	10,436
Female.....	4,191	2,090	1,114	711	276	3,797	4,485
British Columbia.....	29,627	18,147	6,406	2,766	2,308	20,861	31,534
Male.....	19,959	13,831	3,757	1,317	1,054	12,335	21,209
Female.....	9,668	4,316	2,649	1,449	1,254	8,526	10,325

<sup>(1)</sup>The bulk of the cases in this group were on claim from 27-39 weeks.  
Counted on last working day of the month.

Note: Values less than 50 subject to relatively large sampling variability.



## F—Prices

**TABLE F-1—Total and Main Components of the Consumer Price Index**

	Total	Food	Housing	Clothing	Trans- portation	Health and Personal Care	Recreation and Reading	Tobacco and Alcohol
(1949 = 100)								
1960—Year.....	129.0	122.2	132.7	110.9	140.3	154.5	144.3	115.8
1961—Year.....	129.2	124.0	133.2	112.5	140.6	155.3	146.1	116.3
1962—Year.....	130.7	126.2	134.8	113.5	140.4	158.3	147.3	117.8
1963—Year.....	133.0	130.3	136.2	116.3	140.4	162.4	149.3	118.1
1964—Year.....	135.4	132.4	138.4	119.2	142.0	167.8*	151.8	120.2
1965—January.....	136.9	132.5	139.8	119.2	146.3	173.3*	154.0	121.6
February.....	137.2	133.1	140.1	119.5	146.3	173.5*	153.4	121.8
March.....	137.3	133.3	140.2	120.4	145.6	173.5*	153.4	121.9
April.....	137.7	133.4	140.3	121.2	145.9	175.0*	153.5	121.9
May.....	138.0	134.5	140.0	121.0	146.8	175.6	154.6	122.5
June.....	139.0	137.6	140.6	121.1	147.0	175.4	155.0	122.5
July.....	139.5	139.0	141.1	121.1	147.0	175.4	154.6	122.5
August.....	139.4	137.8	141.2	120.7	147.9	175.8	154.6	122.6
September.....	139.1	136.4	141.5	121.4	148.7	176.0	154.0	122.6
October.....	139.3	135.7	141.6	123.2	148.7	177.0	154.2	122.6
November.....	140.2	138.2	142.0	123.7	148.7	177.9	155.0	122.3
December.....	140.8	139.6	142.4	123.8	148.8	177.9	155.4	122.3
1966—January.....	141.2	140.6	142.9	122.7	149.1	178.1	155.4	123.1

Calculated by the Dominion Bureau of Statistics.

NOTE: 1960 figures are 1947-48 weighted; figures for 1961 *et seq* are 1957 weighted.

\*Revised. Revision based on an adjustment from October 1964 in the prepaid medical care component, resulting from revised weights for group and non-group rates in Quebec and Ontario.

**TABLE F-2—Consumer Price Indexes for Regional Cities of Canada at the Beginning of December 1965**

	All-Items			Food	Housing	Clothing	Transportation	Health and Personal Care	Recreation and Reading	Tobacco and Alcohol
	December 1964	November 1965	December 1965							
	(1949 = 100)									
St. John's, Nfld. <sup>(1)</sup> .....	121.9	123.5	123.6	120.9	116.8	117.0	121.4	167.1	148.3	116.1
Halifax.....	132.5	135.3	135.9	133.7	135.3	134.2	139.3	172.0	172.8	125.9
Saint John.....	135.1	137.6	138.2	136.1	135.3	132.2	147.2	194.8	157.5	126.6
Montreal.....	136.2	139.4	140.1	145.5	137.0	117.0	167.1	183.8	159.1	126.7
Ottawa.....	137.2	140.2	140.5	141.0	138.2	129.3	161.4	186.8	150.5	126.7
Toronto.....	138.2	142.1	142.5	140.1	142.6	130.3	148.0	177.4	191.5	123.9
Winnipeg.....	133.8	136.5	136.6	136.5	130.3	130.4	139.6	191.1	145.8	138.4
Saskatoon-Regina.....	130.5	132.8	133.3	135.0	129.0	135.0	137.6	154.3	153.4	124.4
Edmonton-Calgary.....	128.4	131.5	131.5	128.5	128.3	132.3	135.3	178.1	145.7	120.5
Vancouver.....	133.7	135.7	136.4	136.7	135.3	126.1	149.8	158.9	153.3	123.0

N.B. The above indexes measure percentage changes in prices in each city and should not be used to compare actual levels of prices between cities.

<sup>(1)</sup> St. John's index on the base June 1951 = 100.

## G—Strikes and Lockouts

Statistical information on work stoppages in Canada as compiled by the Economics and Research Branch of the Department of Labour on the basis of reports from the National Employment Service. The first three tables in this section cover strikes and lockouts which amount to ten or more man-days. The number of workers involved includes all workers reported

on strike or locked out, whether or not they all belonged to the union directly involved in the disputes leading to the work stoppages. Workers indirectly affected, such as those laid off as a result of a work stoppage, are not included. For further notes on the series, see page 74, Jan.-Feb. issue.

**TABLE G-1—Strikes and Lockouts, 1960-1965**

Month or Year	Strikes and Lockouts in Existence During Month or Year				
	Strikes and Lockouts Beginning During Month or Year	Strikes and Lockouts	Workers Involved	Duration in Man-Days	
				Man-Days	Per Cent of Estimated Working Time
1960.....	268	274	49,408	738,700	0.19
1961.....	272	287	97,959	1,335,080	0.11
1962.....	290	311	74,332	1,417,900	0.11
1963.....	318	332	83,428	917,410	0.07
*1964.....	313	329	100,214	1,572,220	0.13
*1965—January.....	24	47	29,768	220,380	0.21
February.....	24	50	29,596	294,100	0.27
March.....	31	55	14,262	115,260	0.09
April.....	36	66	11,612	121,510	0.11
May.....	28	56	17,018	155,490	0.14
June.....	85	109	43,310	275,530	0.22
July.....	52	99	33,691	326,070	0.26
August.....	37	83	27,196	243,550	0.20
September.....	46	92	21,012	216,080	0.18
October.....	39	87	16,080	161,560	0.15
November.....	29	78	11,387	107,760	0.08
December.....	21	58	9,185	86,460	0.07

\* Preliminary.

**TABLE G-2—Strikes and Lockouts, December 1965, by Industry**

Industry	Strikes and Lockouts	Workers Involved	Man-Days
Forestry.....	—	—	—
Mines.....	3	651	7,040
Manufacturing.....	37	6,783	66,610
Construction.....	6	590	1,900
Transp. & utilities.....	7	1,015	10,280
Trade.....	4	139	480
Finance.....	—	—	—
Service.....	1	7	150
Public administration.....	—	—	—
ALL INDUSTRIES.....	58	9,185	86,460

Preliminary.

**TABLE G-3—Strikes and Lockouts, December 1965, by Jurisdiction**

Jurisdiction	Strikes and Lockouts	Workers Involved	Man-Days
Newfoundland.....	—	—	—
Prince Edward Island.....	—	—	—
Nova Scotia.....	3	2,943	3,080
New Brunswick.....	—	—	—
Quebec.....	12	1,691	29,040
Ontario.....	23	2,562	29,910
Manitoba.....	3	160	1,290
Saskatchewan.....	1	228	5,020
Alberta.....	2	121	280
British Columbia.....	11	759	12,230
Federal.....	3	721	5,610
ALL JURISDICTIONS.....	58	9,185	86,460

Preliminary.



**TABLE G-4—Strikes and Lockouts Involving 100 or More Workers, December 1965**

Industry — Employer — Location	Union	Workers Involved	Duration in Man-Days		Starting Date — Termination Date	Major Issues — Result
			December	Accumulated		
MINES						
<i>Metal</i> Craigmont Mines Ltd., Merritt, B.C.	Steelworkers Loc. 6523 (AFL-CIO/CLC)	213	4,920	14,990	Oct. 1 .....	Wages, hours—
<i>Mineral Fuels</i> McBean Mine—Acadia Coal Co. Ltd., Thorburn, N.S.	District 50 (U.M.W.A.) Loc. 8672 (Ind.)	358	360	360	Dec. 15 Dec. 16	Disagreement over work assign- ment—Return of workers.
MANUFACTURING						
<i>Food and Beverages</i> Coca-Cola Canada Ltd., Various locations, Quebec.	Brewery Workers Locs. 239 & 327 (AFL-CIO/CLC)	827	18,190	55,400	Sept. 28 .....	Wages—
<i>Printing and Publishing</i> The Star, Telegram and Globe and Mail, Toronto, Ont.	Typographical Union Loc. 91 (AFL-CIO/CLC)	455	10,190	173,970	July 9 1964	Working conditions as affected by computers; job security; union membership of foreman—
La Tribune Inc., Sherbrooke, Que.	CNTU	132	660	5,170	Oct. 14 Dec. 9	Wages—Wage increases; 40 hrs per wk. 1 April 1965, 38 1/2 1 April 1966, 37 1/2 1 April 1967.
<i>Primary Metals</i> Dominion Steel & Coal Corp. Ltd., Contrecoeur, Que.	Steelworkers Loc. 6586 (AFL-CIO/CLC)	160	230	800	Nov. 25 Dec. 3	Wages, shift work—15c per hr. wage increase retroactive to July 1, 1965, 28c in July 1968. 40-hour—five-day wk; 25c an hr. increase for Sunday work.
Dominion Steel & Coal Corp., Sydney, N.S.	Steelworkers Loc. 1084 (AFL-CIO/CLC)	2,500	2,680	2,680	Dec. 10 Dec. 12	In protest over the promotion of two junior employees to the position of foremen when sub- ject to lay-off—Return of work- ers.
<i>Electrical Products</i> Several electrical firms, Vancouver and area, B.C.	I.B.E.W. Loc. 213	180	2,110	2,470	Nov. 29 .....	Wages—
Canadian General Electric Co., Barrie, Ont.	U.E. Loc. 545 (Ind.)	234	440	440	Dec. 14 Dec. 16	Grievances—Return of workers.
<i>Non-Metallic Mineral Products</i> Concreters Ready Mix Ltd., Various locations, Que.	CNTU	170	3,740	4,930	Nov. 22 .....	Wages, seniority—
<i>Petroleum and Coal Products</i> British American Oil & Affiliates, Various locations, Sask.	Oil Workers Locs. 9-595, 9-609 (AFL-CIO/CLC)	228	5,020	18,440	Sept. 10 .....	Wages—

**TABLE G-4—Strikes and lockouts involving 100 or more workers, December 1965—concluded**

<i>Industry — Employer — Location</i>	<i>Union</i>	<i>Workers Involved</i>	<i>Duration in Man-Days</i>		<i>Starting Date — Termination Date</i>	<i>Major Issues — Result</i>
			<i>December</i>	<i>Accumulated</i>		
British American Oil & Affiliates, Various locations, B.C.	Oil Workers Locs. 503, 9-601, 9-675 (AFL-CIO/CLC)	159	3,210	11,470	Sept. 14 .....	Wages—
British American Oil, Clarkson, Ont.	Oil Workers Loc. 9-593 (AFL-CIO/CLC)	407	8,950	30,920	Sept. 15 .....	Wages—
Shell Canada Ltd., St. Boniface, Man.	Oil Workers Loc. 9-600 (AFL-CIO/CLC)	129	1,030	5,890	Oct. 14 Dec. 13	Wages, job security—35¢ an hr. increase spread over two years from 16 April 1965; additional vacation benefits, job security.
Imperial Oil Enterprises Ltd., Ioco, B.C.	Oil Workers Loc. 9-601 (AFL-CIO/CLC)	161	970	3,710	Nov. 5 Dec. 9	Wages; improvements in holidays, fringe benefits—10¢ an hr. increase retroactive to Apr. 16, 1965, 10¢ an hr. Dec. 8, 1965, 15¢ an hr. Apr. 16, 1966; job security, increases in shift differentials, improved vacations schedule.
<i>Chemical Products</i> Cyanamid of Canada, Niagara Falls, Ont.	Chemical Workers Loc. 165 (AFL-CIO/CLC)	466	930	6,060	Nov. 16 Dec. 3	Wages, statutory holidays, fringe benefits—43¢ an hr. wage increase in 3-year contract; shift premium increased from 8¢ to 10¢ an hr.; one additional statutory holiday. Company share of cost of fringe benefits increased from 50% to 60%.
<b>CONSTRUCTION</b>						
Pentagon Construction Co. Ltd., Long Sault, Ont.	Various unions	425	1,280	1,280	Dec. 8 Dec. 13	Jurisdictional dispute between unions—Injunction issued removing pickets.
<b>TRANSPORTATION AND UTILITIES</b>						
<i>Transportation</i> Pacific Great Eastern Railway Company, ** Vancouver, B.C.	Trainmen Locs. 845 & 1080 (AFL-CIO/CLC)	123	700	700	Dec. 3 Dec. 14	Grievance procedure—Return of workers.
Canadian Lake Carriers' Association, ** Montreal, Que.	Canadian Merchant Service Guild (CLC)	500	3,930	3,930	Dec. 9 Dec. 20	Negotiation of a new agreement—Strike suspended with closing of navigation for season.
<i>Power, Gas and Water</i> Union Gas Co. of Canada Various locations, Ont.	Various Unions	203	4,470	8,550	Nov. 3 .....	Wages—
<b>TRADE</b>						
Ontario Flue Cured Tobacco Growers' Marketing Board, Tillsonburg, Ont.	Unorganized	120	60	60	Dec. 8 Dec. 8	Wages—10¢ and 15¢ general increase for all hourly-rated employees.

\*\* Federal Jurisdiction.



## Explanatory Note to Classification of Labour Market Areas

The system of classifying the labour market situation in individual areas is an analytical device whose purpose is to give a clear and brief picture of local market conditions based on an appraisal of the situation in each area. In considering each category, it is necessary to keep in mind the marked seasonal fluctuations in labour requirements in Canada. Labour surpluses are consistently highest in each year from December to March and lowest from July to October.

The criteria on which the classification system is based are as follows:—

*Group 1: Labour Surplus.* Areas in which current or immediately prospective labour supply exceeds demand in almost all of the major occupations. This situation usually exists when the ratio of applications for employment on file with NES to paid workers, including those looking for jobs, is more than 9.9, 11.9, or 13.9 per cent, depending on the size and character of the area.

*Group 2: Labour Surplus.* Areas in which current or immediately prospective labour supply exceeds demand in about half of the major occupations. The situation usually exists when the ratio of applications for employment on file with NES to paid workers, including those looking for jobs, is more than 5.9 or 6.9 per cent, but less than 10.0, 12.0 or 14.0 per cent, depending on the size and character of the area.

*Group 3: Balanced Labour Supply.* Areas in which current or immediately prospective labour demand and supply are approximately in balance for most of the major occupations. The situation usually exists when the ratio of applications for employment on file with NES to paid workers, including those looking for jobs, is more than 1.9 to 2.4 per cent but less than 6.0 or 7.0 per cent, depending on the size and character of the area.

*Group 4: Labour Shortage.* Areas in which current or immediately prospective labour demand exceeds supply in most of the major occupations. This situation usually exists when the ratio of applications for employment on file with NES to paid workers, including those looking for jobs, is less than 2.0 or 2.5 per cent, depending on the size and character of the area.

The classification of areas does not depend solely on the ratio of job applications to paid workers. All areas, and particularly those in which the ratio is close to the limits of the above-mentioned ranges, are examined closely in the light of other kinds of information to see whether they should or should not be reclassified. Information on labour market conditions at local areas is obtained mainly from monthly reports submitted by each of the local offices of the National Employment Service. This information is supplemented by reports from field representatives of the Department of Labour who regularly interview businessmen about employment prospects in their companies, statistical reports from the Dominion Bureau of Statistics and relevant reports from other federal government departments, from provincial and municipal governments and from non-governmental sources.

The term "labour market" as used in this section refers to a geographical area in which there is a concentration of industry to which most of the workers living in the area commute daily. The term is not meant to imply that labour is a commodity and subject to the same kind of demand and supply factors operative in other markets.

To facilitate analysis, all labour market areas considered in this review have been grouped into four different categories (metropolitan, major industrial, major agricultural, and minor) on the basis of the size of the labour force in each and the proportion of the labour force engaged in

agriculture. This grouping is not meant to indicate the importance of an area to the national economy.

The key to this grouping is: a "metropolitan" area is one with a labour force of 75,000 or more; a "major industrial" area is one with a labour force of from 25,000 to 75,000, of which 60 per cent or more are in non-agricultural occupations; a "major agricultural" area is one with a labour force between 25,000 and 75,000 of which 40 per cent or more are in agriculture; and a "minor" area is one with a labour force of 10,000 to 25,000.

The geographical boundaries of the labour market areas dealt with in this section do not coincide with those of the municipalities for which they are named. In general the boundaries of these areas coincide with the district served by the respective local office or offices of the National Employment Service. In a number of cases, local office areas have been amalgamated and the names used include several other local office areas, as follows: Farnham-Granby includes Cowansville; Montreal includes Ste. Anne de Bellevue; Lac St. Jean includes Chicoutimi, Dolbeau, Janquière, Port Alfred, Roberval and Alma; Gaspé includes Causapsal, Chandler, Matane and New Richmond; Quebec North Shore includes La Malbaie, Forestville, Sept Îles and Baie Comeau; Sherbrooke includes Magog; Trois Rivières includes Louiseville; Toronto includes Long Branch, Oakville, Weston and Newmarket; Sudbury includes Elliot Lake; Niagara Peninsula includes Welland, Niagara Falls, St. Catharines, Fort Erie and Port Colborne; Vancouver-New Westminster includes Mission City; Central Vancouver Island includes Courtenay, Duncan, Nanaimo and Port Alberni; and Okanagan Valley includes Kelowna, Penticton and Vernon.

The 110 labour market areas covered in this analysis include 90 to 95 per cent of all paid workers in Canada.



# labour gazette

Canada Department of Labour / April 1966





# Canada Department of Labour Publications

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(Continued on inside back cover)



# labour gazette

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# Labour-Management Co-operation Service

## To Become a Separate Branch

Recognition of the importance that joint consultation has attained is given as the reason for the proposed change

The Labour-Management Co-operation Service of the Department of Labour, which has hitherto been a section of the Industrial Relations Branch, will shortly become a full and separate branch of the Department, Hon. John R. Nicholson, federal Minister of Labour, announced in an address to a labour-management conference in Lethbridge, Alta., in March.

This change, he said, was a recognition of the importance that joint consultation had attained.

The Labour-Management Co-operation Service is responsible for providing all the material and guidance offered by the federal Government for joint consultation between labour and management, and the Minister pointed out that since World War II, the Service had been actively promoting the in-plant operation of joint consultative committees at the plant level.

### Negative Thinking

Mr. Nicholson described as "negative thinking" criticisms by some otherwise responsible union executives that talk of labour-management co-operation is nothing more than a pious hope. He admitted that there had been too many failures for comfort, but he declared that there had also been "much progress."

One of the best indications of this progress was the continued increase in the number of joint consultative committees, which had now reached the total of 2,050 throughout Canada, representing some 610,000 workers, said Mr. Nicholson.

The Minister remarked that there were 11 such committees in Lethbridge, with its population of 36,000. "In actual

fact," he said, "Canada is among the leading nations in developing joint consultation at the plant level. According to the International Labour Organization, which represents 115 nations, Canada has the largest number of joint consultation committees at the plant level, per capita, in the world."

Consultation through labour-management committees was one way to avoid a state of affairs in which new technology, instead of improving man's lot, created a feeling of anxiety and loss of security among great numbers of our people, Mr. Nicholson said.

"As a further step in promoting the philosophy of joint consultation in all parts of our country and encouraging the best possible results, we are now seriously considering the formation of a national advisory committee (L.G. 1943, p. 304). We will also be increasing the number of area conferences, because it is at this level that specific regional problems arise . . .

"We are also considering the possibilities of augmenting training seminars, where management and union representatives will be in a position to explore the values of joint consultation, and how best to implement such philosophies."

### Manpower Consultative Service

The Minister referred also to the work and purpose of the Manpower Consultative Service of the Department of Labour, which was established in 1964 to assist in manpower adjustment problems arising out of technological changes.

He explained that the program assisted in research into "the composition of the existing work force, into the changes

that new methods are likely to bring about, and the best means of adjusting manpower supply to the new requirements, with a minimum of distressing effects on the existing work force."

The Minister went on to say, "It is a basic principle of the Consultative Service that this research and planning should be developed by joint consultation between labour and management. In fact, when there is a union in the plant, the union must be a party to the agreement with the government."

### Problems Being Overcome

"As the investigation proceeds, and as methods are proposed for meeting problems, various federal and provincial programs can be brought in to support the plan decided on. These programs include training and retraining to upgrade skills, liaison with the National Employment Service, and in special circumstances, to contribute up to 50 per cent of the cost of moving displaced workers."

If workers were forced to change jobs because of technological advances, they could make the change more easily if they had a good fundamental education or a sound technical training. For this reason, the federal Government was providing financial help in meeting the cost of education, and grants for this purpose had recently been markedly increased.

In conducting joint consultation on matters relating to the displacement of workers by automation, employers and employees should be fully aware that these problems were being faced and

*Continued on page 162*

# 50 Years Ago

From the Labour Gazette, April 1916

## *Move in Commons to put into effect report of Royal Commission on technical education dropped after explanation by Minister of Labour*

A move in the House of Commons in March 1916 to have the report of a Royal Commission on technical education put into effect was dropped after lengthy debate. The report was that of the Royal Commission on Industrial Training and Technical Education, which had been appointed in June 1910, and had made its report early in 1914; and the resolution proposing that it should be put into effect was moved by Hon. Rodolphe Lemieux, former Minister of Labour.

Speaking in reply to the resolution, Hon. T. W. Crothers, then Minister of Labour, made a long statement in which he described the circumstances that had preceded the appointment of the Royal Commission. He read the correspondence that had passed between the then Minister of Labour, Hon. W. L. Mackenzie King, in December 1909, and the provincial governments regarding the proposal to set up a Royal Commission.

Mackenzie King had written to the provincial premiers to ask for their views about the plan of setting up a commission "solely for the purpose of gathering information; the information, when obtained, to be published in a suitable report to be at the disposal of the provinces and available for general distribution."

Mr. Crothers drew attention to the emphasis placed on the point that the business of the commission was to be solely for the purpose of gathering information, and that there had been no

suggestion that the commission should make proposals or offer opinions.

### **Guarded Replies**

The premiers were generally guarded in their replies. Most intimated that, since the proposed commission was for the purpose of gathering information only, their governments would have no objection to the plan. Only two of them, the premiers of Nova Scotia and Saskatchewan, showed that they welcomed the idea.

Although it had been proposed that the purpose of the commission should be to gather information only, the Order in Council appointing it went further than this and instructed the commission to make "such recommendations as it may seem expedient to the commission to make."

When the four-volume report was completed, the federal Minister of Labour sent copies to each of the provincial premiers with a request for their comments.

Mr. Crothers, in describing the response to this request in his statement in the House, said, "These replies, with the exception of one [Nova Scotia] do not, I think, manifest any burning desire that the recommendations of this commission should be immediately adopted." He offered the opinion that the report, covering 2,350 pages, had "probably never yet been read throughout by anyone."

The report had recommended that the federal Government should provide

\$3,350,000 a year for 10 years, to be distributed among the nine provinces on the basis of population, to assist them in establishing a system of technical education and industrial training. Mr. Crothers said, "It recommends an elaborate scheme for carrying out this work, involving the constitution of a Dominion development conference, a Dominion development council, a Dominion development fund; and a provincial development commission, a provincial development council, local urban industrial development boards—a scheme most complicated, and, I believe, utterly impracticable of execution."

After remarking again that the replies from the provincial premiers did not indicate "any enthusiastic desire on their part for the adoption of the recommendations," the Minister of Labour continued, "Our people are very jealous of provincial rights . . . especially are they extremely sensitive on the question of education, differences concerning which ever since Confederation have . . . caused more heartburnings and enmities than any others."

"So that it seems to me that it would be extremely unwise to enter on any national scheme of education such as is recommended in this report until we are quite sure it contains no provision the carrying out of which might by any possibility arouse jealousies, passions, and discords, so much to be deprecated and avoided. . . ."

*Continued on page 162*



## CLC Imposes Sanctions On Steelworkers

A complaint filed last year by the International Molders and Allied Workers Union against the United Steelworkers of America could lead to expulsion of the Steelworkers from the Canadian Labour Congress.

CLC President Claude Jodoin confirmed in January that first-stage sanctions had been imposed on the 140,000-member Steelworkers for their part in displacing the Molders as bargaining agent for 500 workers at the Canadian Iron Foundries Ltd. plant in Trois-Rivières. These sanctions suspend the union's right to a vote in the CLC executive council on jurisdictional matters, prohibit other CLC unions from supporting the raid, and offer aid to the offended union in regaining its local.

## Advanced Training Centre Opens at Turin, Italy

The International Centre for Advanced Technical and Vocational Training at Turin, Italy, (pictured on this month's cover), opened March 7. David A. Morse, Director-General of the International Labour Office and Chairman of the Board of the Centre acted as Chairman. Housed in the Palace of Labour, designed by architect Pier Luigi Nervi, the Centre will provide advanced technical and vocational training for qualified persons lacking this opportunity in their own country.

The Board is a tripartite body composed of representatives of governments, employers and workers. Dr. George V. Haythorne, Deputy Minister, Canada Department of Labour, was elected vice-president of the Government group.

A cheque for \$50,000 was presented to the Centre's Director, Paul Bacon, by Saul E. Rae, Canada's Permanent Representative at the European Office of the United Nations in Geneva. Canada has promised a contribution of \$50,000 a year for four years toward the Centre's operation, and the cheque presented by Mr. Rae at the ILO office in Geneva was the first instalment.

## President Criticizes Strike Settlement

President Lyndon Johnson and Labor Secretary Willard Wirtz criticized New York City Transit Authority's settlement

for surpassing the 3.2-per-cent guidepost for non-inflationary wage increases in the 12-day subway and bus strike. The U.S. Government estimated the settlement with the Transport Workers at about 4.5 per cent a year. Nathan Feinsinger, chief city negotiator, was quoted as saying that part of the cost will help bring the earnings of subway and bus workers into line with those of other New York City employees.

The union asked for:

- A 30-per-cent increase over two years. (The settlement was for half that amount over two years—in three chunks of 4 per cent, 4 per cent, and 7 per cent, respectively.)
- A four-day, 32-hour work week. (The settlement left hours unchanged—five days and 40 hours.)
- Retirement at half pay after 25 years' service. (Instead, the transit worker will get a \$500 bonus when he retires.)
- Additional holidays. (The vacation schedule is unchanged.)

## UWO Law Dean Surveys Bargaining

A new book titled, *Collective Bargaining Law in Canada*, by A. W. R. Carrothers, Dean of the Faculty of Law, University of Western Ontario, provides an extensive survey of labour law in Canada from Confederation to the present day. The 550-page book is published by Butterworths, Toronto.

Prof. Carrothers has presented a comprehensive study of collective bargaining since 1872, when Toronto printers first went on strike for a nine-hour day.

The book is divided into four parts:

Part I, "An Historical Introduction to the Canadian Law of Collective Bargaining," contains five chapters beginning with a prologue on the constituents of collective bargaining. The author says that the *LABOUR GAZETTE* was his principal source for this part of the book.

Part II, "Statutory Regulation of Collective Bargaining in Canada," contains 19 chapters analyzing collective bargaining statutes and regulations in all provinces. A study is made of case law, including published decisions of the labour relations boards, relating to these statutes. Prof. Carrothers touches also on the law in Canada as it relates to the use of economic sanctions.

Part III, "The Limits of Lawful Picketing and Boycotting," contains

three chapters citing sources of confusion in the law, the substantive law of picketing, and the statutory amendment and reform of the law.

Part IV, "Internal Affairs of Unions," contains four chapters analyzing the law as it relates to the internal affairs of unions, with particular reference to the implications of this law for collective bargaining.

## Government May Intervene In British Labour Disputes

The Government's intention to intervene if industry's voluntary system of settling labour disputes failed in its purpose, was clearly hinted at recently by Britain's Minister of Labour, Ray Gunter.

In a speech to the annual convention of the joint industrial council for the printing and allied trades, he said that a "fundamental reconsideration" of the role of Government in industrial disputes would be "inescapable" if industry's own means failed to bring about settlements.

Mr. Gunter's warning was in line with Prime Minister Wilson's ultimatum to the motor car industry in September, that was prompted by the effect of unofficial stoppages on the national economy. A motor industry joint labour council under an independent chairman has now been set up to promote good industrial relations and to act as a "trouble-shooter."

Average earnings in some of Britain's leading industries rose during the first half of this year by as much as four times the annual rate set by the Government's norm of 3 to 3½ per cent.

Details of the increases in average weekly earnings, including overtime premium, were published in the *British Ministry of Labour Gazette* in October. They show that in shipbuilding and ship-repairing, the increase has been 6.2 per cent; in chemical manufacture, 5.1 per cent; in engineering, 3.2 per cent; and in iron and steel manufacture, 2.8 per cent.

An increase in the number of hours worked in all these industries, except chemical manufacture, accounts for part of the higher earnings. But what the Government is concerned about is that average hourly earnings, excluding overtime, also went up from 2.4 per cent in iron and steel to 5.2 per cent in chemical manufacture.

These increases, which have been obtained without important changes in nationally negotiated rates, except in Government industrial establishments, explain the need for the Government to strengthen the operation of its prices and incomes policy.

## ILO Reviews 1965 World Labour Scene

As in recent years, the world labour situation in 1965 showed a further improvement in the industrialized countries, but, on the whole, continued lack of progress in the developing countries. This conclusion is based on statistics gathered by the International Labour Office.

In most industrialized countries, prosperity continued, often reaching hitherto unprecedented levels. Heightened economic expansion brought with it an increase in employment and a decline in unemployment, or its stabilization at extremely low figures. Rises in money wages generally exceeded the rise in consumer prices, thus increasing the workers' purchasing power.

Although the figures for developing countries are rather incomplete, they agree in showing that the labour situation in these countries has hardly improved. The level of unemployment and underemployment remains high, employment possibilities are far from sufficient to absorb excess manpower, and in certain countries there have been substantial increases in the cost of consumer goods.

### Employment Records Broken

Once again, employment records were broken in 1965 in almost all industrialized countries. Employment in manufacturing continued to increase in all the countries for which figures were available, except in Colombia, France, Italy and Switzerland.

In the industrialized countries, unemployment remained at a very low level and even continued to drop in a good number of countries, in particular Canada, the United Kingdom and the United States. The manpower shortage which afflicts several countries in Europe was not alleviated, and the lack of skilled workers is no longer solely a European phenomenon.

In October 1965, there were 171,000 unemployed Canadians, the lowest figure reported since 1957. The rise in the general level of employment in Canada was between 4 and 5 per cent. Employment in Canadian manufacturing had risen by more than 5 per cent.

As in preceding years, consumer prices continued to rise in 1965. Although the increase was accelerated in slightly more than half the countries for which data were available, the rate of increase declined in two countries out of five. It exceeded 10 per cent in one country out of eight, and in four countries the price level mounted by more

than 40 per cent. In one country out of ten, the workers benefited from a decrease in or stabilization of consumer prices.

### Earnings up in Canada

Money wages went up in almost all of the countries for which figures were available. In some cases, however, the increases in hourly wages served partially to compensate for reductions in hours of work. Real wages also went up, the price increase having been less than increases in earnings except in four countries, where the workers' purchasing power declined. In Canada, average earnings rose by 2 to 5 per cent.

As a consequence of rises in consumer prices, real wages often showed increases inferior to those of money wages, and in four countries for which figures were available, the workers' purchasing power actually decreased.

In eleven countries, including Canada, the increase in purchasing power ranged between 2 and 5 per cent.

### Study Recommends Changes In U.S. Employment Service

A special task force study of the U.S. federal-state employment service contends that the public employment service should be a "comprehensive manpower service agency" and not a simple labour exchange as it was established to be 32 years ago by the Wagner-Peyser Act. According to an article in the *Industrial Relations Counselors 'News'*, the task force, a board composed of representatives from management, labour and the public, unanimously agreed on the report's findings and recommendations.

The board recommended:

- the complete separation, including financing, of the unemployment compensation function and the employment service function;
- upgrading employment service personnel through special training programs and higher salaries;
- greater integration of the service with public and private manpower agencies and programs;
- the development and dissemination of "labour market" information;
- the improvement of inter-area recruitment procedures through "multi-market centres," and the use of automatic data processing and computer technology;
- the advancement of true equality of opportunity;
- more effective emergency planning operations.

## PARLIAMENT

Page numbers refer to *Hansard*

The first session of Canada's 27th Parliament opened on January 18.

On January 24, Bill C-2, to amend the Fair Wages and Hours of Labour Act in accordance with undertakings given by the Government during the last Parliament was introduced by Hon. J. R. Nicholson, Minister of Labour, and given first reading (p. 138).

On January 20, the House agreed to two motions by Hon. C. M. Drury, Minister of Industry, speaking for the Minister of Forestry that it should go into committee at the next sitting to consider the introduction of a measure to establish a fund for the economic and social development of special rural development areas, and a measure to amend the Agricultural Rehabilitation and Development Act to change its name to the Rural Development Act and "to extend its application to all rural areas in Canada where projects of the nature already provided for can be advantageously undertaken" (p. 35).

On February 9, in answer to a question, the Minister of Labour denied that there was any truth in a report that the Canadian coat of arms was to be dropped from the next issue of the *LABOUR GAZETTE* (p. 961).

### John J. O'Rourke, Teamster Official, Dies

A Vice-President of the International Brotherhood of Teamsters, John J. O'Rourke of New York City, died December 6, 1965. He was twice elected president of the 170,000-member Joint Council No. 16 in New York City and had won two successive terms on the general executive board of the International Union. At his death, he was president of the Building Materials Drivers Local 282, a post he had held for 34 years.

### Japanese Women Mark Women's Week

"Women's Role in the Changing Society" was the theme for the 18th annual Women's Week, sponsored by the Women's and Minors' Bureau of the Ministry of Labour of Japan. The week this year marked the 20th anniversary of the first practice of voting by Japanese women.



# Manpower Training Conference

Ten speakers, including the Prime Minister of Canada, two federal ministers and two provincial ministers, addressed a Manpower Training Conference in Ottawa, February 20 to 24, organized by the Canadian Labour Congress. The conference, which was

called a "fact-finding" rather than a policy conference, was attended by 165 delegates including 130 trade unionists. Observers from provincial labour departments, industrial groups and universities also attended, and took part in the discussions.

## HON. JEAN MARCHAND

The Minister of Citizenship and Immigration told the conference that because of the technological age in which we live, "we are today experiencing not one, but a complex of revolutions." He said the world was convinced that "within our grasp there is a better life for all, that technological change is to our advantage, and that it is within our capabilities to harness it to man's service."

The Minister cited three choices predicted by an economist on the state of labour within the next decade: the working week can be reduced to 22 hours, the working year to 37 weeks, or 45 per cent of the working force can be retrained annually. Mr. Marchand urged that we have no alternative but to "invest heavily in the retraining of our work force in order to take advantage of the benefits of technological change."

Fifty per cent of the Canadian population is under the age of twenty-five, he said. It would therefore seem logical for the provinces to give priority to the development of programs for youth. But facilities have been provided in 194 new or enlarged institutions for the trade and occupational training of adults. Nearly 500,000 Canadians are now receiving training annually as a direct result of federal assistance. He said that the greatest single obstacle to the full implementation of training programs is the shortage of technical teachers, co-ordinators, program directors, administrators, and training consultants. Proposals to improve the situation are now under consideration.

Although education is a matter of provincial jurisdiction, he said, the federal Government has a particular responsibility in the field of adult education and training. Close federal-provincial co-operation is needed. The instrument for this co-operation is the Vocational and Technical Training Agreement of 1961, which has a term of 6 years, and the Apprenticeship Agreement amended in 1964 and terminating in 1967. New agreements, designed to reflect current thinking about the nature and direction of manpower training policies, could be concluded next year.

The Unemployment Insurance Act will also be amended, to entitle persons to unemployment benefits while training. "In other words, we wish to have periods of training and retraining considered in the same category as employment, for unemployment insurance purposes."

## Pilot Projects

Mr. Marchand said that the Government is now planning, in conjunction with the provinces, a series of pilot projects the cost of which will be borne entirely by the federal Government. The purpose of the projects will be to study manpower problems and training techniques in an operational setting, and to conduct research into new incentives and methods. A technical support centre will also be established to assist with particular problems and to collect and collate experiences from the pilot projects as well as those of other countries in this field. It may also assist pilot projects in preparing research, and reporting findings.

Mr. Marchand advised labour to participate in these extensive training proposals and suggested that labour:

- send representatives who are knowledgeable about training problems and fully briefed on labour's views;
- ask representatives to report on developments and the reception given to the ideas put forward by unions;
- intensify union educational programs by making the union membership aware that lifetime education ensures continued employment;
- discuss with employers the possibility of organizing programs of training within industry, utilizing the financial and technical assistance of the provincial and federal governments;
- include in union educational activities an exchange of views and visits with counterparts in other countries.

## HON. CARRIER FORTIN

Quebec Labour Minister Fortin presented a paper to the conference on "The New Concept of Manpower Training for Quebec." He said it was his task to discover the flaws in the technical training system and to determine the obstacles preventing the establishment of an ideal system. He listed proposals which he considered to be the groundwork for a workable technical training program:

- acceptance by the worker of the inevitability of returning to school;
- implementation of a complete technical training system;
- accumulation of non-statistical data on the evolution of occupations;



- co-operation of industry in the technical training of workers;
- acceptance of the fact that there is no single solution, but only individual solutions, to the upgrading of workers;
- co-ordination of various efforts.

### In Praise of Older Workers

Mr. Fortin said that it was tragic to note the matter-of-fact way in which some employers dismiss older workers under the pretext of "technical improvement." He praised older workers for being more attentive, punctual, patient, stable, having more technical knowledge, and being less prone to absenteeism than their younger counterparts.

Workers are the first to contradict the old belief that learning becomes difficult

training manpower has been delegated to industry. And industry in turn finds it easier to call upon immigration to fill vacancies.

Mr. Fortin advocated for young people a multi-functional educational system that would explore fully all their capabilities before they enter the labour market. He also suggested the organizing of intensive technical training courses for adults so that a worker with difficulties could ultimately return to the economic milieu. He pointed out that intensive technical training, together with employment services, counselling and reclassification, makes it possible to reach the objectives of manpower policy: the rapid utilization of human resources, and employment security for workers.

inces ought to provide counselling for workers since the provinces are responsible for their training.

Even a well-developed employment service does not guarantee all the information required for implementing training programs that are directed toward the selection of promising trades. "Quebec has stopped placing its confidence in figures and technical data in order to enter the field of serious thought and consultation," he said.

### Industries Co-operate

In one survey designed by the Research Service of the Quebec Department of Labour to obtain the reaction of employers to co-operation in training their workers, nearly 40 per cent of



Some of the delegates to the Manpower Training Conference

—Photo by Andrews-Hunt

with age, he said. Last year, 1,800 workers in Quebec registered with success for vocational retraining courses.

Mr. Fortin stated that technical training is the basis of every manpower relocation policy and the key to professional mobility. He said that although very good elements for a vocational training policy already exist in Canada, they are not co-ordinated and therefore give a confusing impression.

Observing that the federal Government provides technical and financial assistance under the Vocational and Technical Training Assistance Act, he told the conference that this Act became a treasure hunt for the provinces and prevented important consideration of priorities and improvements in the educational system. The provinces' finances are also restricted by a federal tax structure, he said, and this forces them to give priority to basic education and limit their technical training to young people only. For this reason, the responsibility for

The Minister said that the French-speaking unskilled labour market is different from the English-speaking one, and that Quebec needs different standards and criteria in the choice of trades and institutions providing technical training. If a special manpower policy is not formulated for Quebec, Mr. Fortin said, technical training programs under the federal-provincial agreements would tend to deplete his province's stock of skilled workers. He added that Quebec would not be able to accept mobility of workers on a national scale until a balance in employment conditions, similar to that of the Common Market nations, is reached.

Mr. Fortin stated that the study of Canadian manpower policies made by the Organization for Economic Co-operation and Development erred in assigning to the federal Department of Labour the task of co-ordinating a vocational counselling program with a program of worker selection. He wondered how counselling could be separated from training, and remarked that the prov-

business and manufacturing concerns indicated their willingness to assist in setting up a mixed apprenticeship system, Mr. Fortin revealed.

He pointed out that most industries planning to expand and to hire more labour between now and 1970 have their own technical training programs. Nearly two-thirds of all industries with training plans expect to increase their staffs, and over half of all workers employed by establishments operating such plans are in industries that plan to increase staff.

The objectives of a manpower policy, Mr. Fortin repeated, are all-round development of workers, and rational allocation of human resources. There are other means of reaching or approaching these objectives—for example, through geographic and industrial mobility, and the collecting of information about the labour and employment market. Before these means are applied, however, there should be individual case study and counselling. In any economic question, he emphasized, we must start from the basic principle that the object is to restore



the worker to the economic milieu by the least expensive means.

### Co-ordinating Efforts

Mr. Fortin further declared that co-ordination of the action of various government agencies, civic bodies and private interests is needed to ensure orderly progress and to define the economic and social extent of the problem. He said that it was not possible to propose a means of immediate action, but he expressed confidence that meetings similar to this CLC manpower conference would bring about an adequate solution. He concluded by saying that technical training is as much the responsibility of industry and organized labour as it is of government—and that three-way co-operation in the manpower training area “will test the solidity of our democratic system.”

Many of the delegates expressed concern over Mr. Fortin's contention that a national manpower mobility plan would drain Quebec of skilled labourers. Russell Irvine, Assistant Director of Research for the Canadian Labour Congress, said that this attitude would seriously reduce the scope and flexibility of a national program. “It would hurt all workers, but it would hurt the workers of Quebec most of all.”

Romeo Mathieu of the United Packinghouse Workers, Montreal, declared that Quebec would not prevent skilled workers from moving to other parts of the country. “With the proper economic climate and living standards, skilled people would flow into Quebec because of the plan.”

### M. J. FENWICK

Labour contends that present government manpower policies have been conceived in uncertainty about the country's present and future manpower needs, said M. J. Fenwick, assistant to the Director of District 6 of the United Steelworkers, in an address on the topic, “Let's Learn to Learn.”

“The key to a successful national manpower program is a basic continuing inventory of manpower resources. The government must equip itself with an up-to-date manpower reporting service. It must have work-force data to provide the basis for policy planning. Thus armed, the government manpower handling agency would be able to forecast shortages in numbers and skills in certain areas, surpluses in others.”

Mr. Fenwick said also that “employers and unions should be encouraged to maintain up-to-date manpower inventories as an integral part of the national manpower pool data.”

A survey undertaken by District 6 of the United Steelworkers last summer to find out the extent of training activity in the steel and allied industries and in metal mining in five provinces, Ontario to British Columbia, had shown that “worker training in the industries covered is minimal and is indicative of the national pattern,” the speaker said.

### Bleak Statistics

The survey covered 488 plants, mines and mills under union agreement in 113 communities in five provinces, and 450 completed survey forms were returned. “Only 1,404 of the 97,604 workers in these industries were receiving any training. Four of five plants and mines covered by the survey do not train any apprentices. More than two-thirds do not provide any on-the-job training to prevent workers from becoming obsolete and unemployed. More than half the mines and plants were in communities where there is not even a retraining program for the unemployed.

“The survey showed that the basic steel, fabricating, aluminum and mining companies under contract to the union had only 505 apprentices. Another 899 workers were receiving on-the-job training. Metal mining is one industry that is experiencing a shortage of skilled men. Its response to this shortage is to seek experienced mine workmen from Europe and other foreign labour markets rather than train Canadians.”

The speaker criticized the Minister of Citizenship and Immigration for going on “a shopping tour [last summer] of European and other labour markets to hire for several sectors of our industry 150,000 men possessing skills now said to be in short supply in this country.” He said that the trip was “an admission that Canada was continuing her traditional policy of poaching on the labour markets of others, her vast network of skill training programs notwithstanding.”

Mr. Fenwick quoted Prof. Timothy Reid of York University as saying in a recent paper (L.G., Oct. 1965, p. 887) that in the years 1945 to 1957 in Canada the less demanding jobs had been filled by young Canadians who had left the educational system, while the more demanding jobs were filled to a significant extent by importing better educated Europeans.

### National Urgency Missing

One hampering feature of the Canadian educational system was that education was a provincial responsibility, the speaker said. This prevented the federal Government from operating its own training programs, and obliged it to rely on the provinces to provide suitable

training. “The sense of national urgency is missing in the joint federal-provincial training programs. The Act assigns the implementation of the programs to an already over-burdened provincial education department. . . . In this context of burdens, manpower training programs get scant attention and receive low priority in the provincial education department's scheme of things.”

He raised the question whether the provincial departments of education should be saddled by the Act with worker-training responsibilities, and he suggested it might be “a boost to the programs” if they were placed under the provincial departments of labour. But he admitted that several provincial departments of education that he had questioned had shown unwillingness to part with this responsibility.

“In Ontario, jurisdictional lines between the labour and education departments are somewhat blurred. If Ontario employers and workers are confused, so is the province's government,” Mr. Fenwick commented.

“Meanwhile, the Ontario Minister of Labour has launched a \$300,000 promotion campaign ‘to turn the factory into a job-training school.’ On-the-job training comes largely under Program 4 of the joint federal-provincial agreements, and under the terms of the Act is an Education Department responsibility. This fine legal distinction has not deterred the Hon. Leslie Rowntree from launching his own department's training ‘blueprint for Ontario.’ It is to be hoped that this new spirit of competition between the two departments will rebound to the benefit of Ontario's workmen.”

### Manpower Questionnaire

Mr. Fenwick said that he had dwelt on the experience in Ontario because he was familiar with it. He could not “submit a national picture, as labour sees it, in the 10 provinces,” but a questionnaire on manpower training sent to the provincial Federations of Labour by the CLC had been answered by four of the federations—those of British Columbia, Alberta, Saskatchewan and Ontario.

“Each of the four federations reported that the government in its province is co-operating with the federal Government in training activities covered by the Act. With the exception of Ontario and Saskatchewan, the others reported that their provincial advisory committees were active. Saskatchewan does not have a provincial advisory committee. The other three federations are represented on the committees. Each federation has a standing committee on manpower or education that deals with manpower training issues.”



The speaker went on to say: "Inquiries to employers and affiliates of this congress have found many replying that they never heard of the programs. The man on the street certainly hasn't a clue that they exist. The situation demands that the federal Government launch a campaign equal in scope to its 'Do It Now' drive, or at least as widespread in advertising as Miss LaMarsh gave the Canada Pension Plan. In other words, the federal Government must widely publicize the existence of its training programs. Provincial governments should be urged to supplement Canadian Government promotional efforts.

"Another important area of promotion, if not the most important, is the industrial and labour circles. The Government should convene a national conference of manpower training representatives of employers, labour and governments to officially launch on-the-job training schemes."

### Living Allowances

Inadequate living allowances are holding back Program 5 training activities (training of the unemployed) and keeping down the number of trainees, Mr. Fenwick asserted. He quoted the amounts paid in the various provinces to show that they "range all over the lot, with each province setting its own levels."

He said that the CLC advisory committee on manpower training was proposing a uniform allowance of 75 per cent of the trainee's previous highest earnings. This was the rate adopted by many workmen's compensation boards, and Mr. Fenwick held that the loss of a job inflicted as much harm as a physical injury, and should be compensated in comparable terms. "Adequate allowances would also provide the needed incentive to the jobless to train or retrain," he said.

He also described as "a deterrent" the requirement that a trainee must exhaust his unemployment insurance benefit before he could draw a training allowance. Many had difficulty in finding a job after completing training, and "this regulation renders them destitute during their job-seeking stint," Mr. Fenwick said.

Another of his complaints was that a number of facilities consist of over-age and overcrowded buildings. The various governments should co-operate in providing "the most modern facilities and equipment for training purposes."

### All-Grants Program

In spite of the subsidy for on-the-job training, "there has been no stampede of employers to Ottawa or the provincial

## President Jodoin Speaks For Many Labour Leaders

CLC President Jodoin spoke for many labour leaders at the manpower conference when he said that the federal Government must take the initiative in softening the impact of automation, because labour-management co-operation has been lacking in this field. He said he was very much encouraged by the proposal to set up a manpower department, to be headed by ex-labour leader Jean Marchand, now Minister of Citizenship and Immigration. He urged the Government to call its own conference on manpower policies in order to involve a wide spectrum of society.

capitals to get in on the programs." The speaker suggested that the British practice of making industry pay for the training of skilled workers through a levy might be considered. If the employer were taxed it might spur him to undertake worker training.

The CLC, Mr. Fenwick said, was dissatisfied with the federal Government's legislation to promote manpower mobility. "The loans and means test provisions must be dropped. An all-grants program is the only effective way of relocating workers. Provision must be made to pay displaced workers a living wage . . . so long as they are unemployed."

The federal Government's action in establishing a special Department of Manpower was to be welcomed. "It is to be hoped this department will develop a positive philosophy of investment in manpower which will guarantee the full use of the skills and productivity potential of Canadian workers. We expect much from this new department. Vigorous promotion of occupational training must have top priority in its policies—"

Mr. Fenwick ended his address with praise for the Economic Council of Canada "for its hard-hitting second annual review which rates better education of Canadians a prime national need.

"Those who don't train won't work", may well be the watchword in the near future," he said.

### RUSSELL B. IRVINE

In his paper on "Manpower Training in the Context of Manpower Policy," Russell B. Irvine, CLC Associate Di-

rector of Research, listed what he considered to be the major essential programs required for the implementation of manpower policy:

- a continuing, up-to-date research program to carry out analyses and forecasting of changes in the labour market;
- a nation-wide network of adult training centres to retrain workers for jobs requiring higher or different skills;
- a massive preparatory program of technical-vocational training for pre-employment youth;
- financial and other assistance to workers who move to other parts of the country;
- financial assistance during retraining or transitional periods;
- a first-rate placement service;
- recruitment of immigrant workers based on the Canadian labour market;
- associated services such as vocational guidance and counselling, civilian rehabilitation, programs for agricultural and "transient" labour, and special programs for women in the labour force;
- an information service to keep employers, workers and youth abreast of changes occurring in the labour market, and aware of the benefits of manpower programs.

Mr. Irvine said that elements of all these programs could be found in manpower services over the past several years, but in only a few cases were they close to being adequate. They were not available to enough workers, their purposes were obscure, and they were not well co-ordinated with each other or with other economic areas—trade, fiscal or monetary. They were weakened from lack of sufficient research and information. He found hope in the federal government's decision to establish a Department of Manpower. "Its decisions and performance over the next few months may determine the course of manpower policy in Canada for many years into the future."

### Labour Market Research

Elaborating on his ground rules for an effective manpower policy, Mr. Irvine said that it was essential for a labour market research division to be staffed by a large body of full-time professional economists, statisticians, and other experts. They should be guided not only by pilot studies and sample surveys, but also through collection and analysis of labour market information covering as much as possible of the total labour force.

The speaker lamented the fact that "the number of unemployed workers



dropping out before completing their course was almost as great as the numbers who completed it." He said that it was easily understood how a worker, especially if he had a family, could be tempted to leave his retraining program to take a low paying job, if it paid more than his subsistence-level training allowance. He added that he was encouraged by the plan of the proposed Department of Manpower to pay to trainees a direct minimum allowance of \$35 a week that would be supplemented by the provincial government up to a ceiling of \$75 a week.

Moving allowances, he said, should be given as a grant rather than a loan. He criticized the program introduced in December 1965 as a "mockery of manpower mobility assistance." He deemed it very unwise to divide the program between grants and loans, and between employed or short-term unemployed on the one hand, and long-term unemployed on the other. It gave the program a relief orientation rather than an economic orientation. If the program has an economic purpose, he said, then it should be based on grants, and the grants should be made available to all workers, employed and unemployed, who wish to move to productive employment in other parts of the country.

Speaking on the subject of co-ordination, Mr. Irvine said that establishment of the proposed Department of Manpower should provide an opportunity for major improvements in this sphere. "Ideally, the manpower services, particularly in the field, should be co-ordinated through the National Employment Service." He said that it is the only manpower agency that has continuous, direct contact with local labour markets in every part of the country.

Manpower programs should not be interpreted as the major instrument for achieving and maintaining full employment, Mr. Irvine said. They are designed to deal with mismatching between the demand for and supply of labour, but they are not equipped to deal with a situation where the total number of jobs is not sufficient to absorb the labour force. He said that it is vital that employment policy as well as manpower policy be continuously pursued. He stated that a Minister of Manpower should realize that employment policy and manpower policy must work hand in hand.

Concluded Mr. Irvine: "In the years ahead, a massive effort must be made in the area of labour market research. Training can never be made meaningful and effective if we do not know what is going on in the labour market under the

influence of technological and economic changes."

After Mr. Irvine's paper was presented, most of the discussion from the floor centred on the problems of labour mobility and the federal Government's scheme to make loans or grants available to certain workers who move to jobs in other parts of the country.

Donald Montgomery of the United Steelworkers of America, Toronto, said that the workers themselves are often reluctant to move to jobs in other areas, regardless of available assistance. Many people in Nova Scotia, who had difficulty finding jobs at home, would not take jobs in other parts of Canada. He also cited the example of two companies in Western Ontario that moved their plants to Toronto. In one plant, only five out of 500 workers agreed to move; in the other plant, all 350 workers rejected move offers.

Harold Thayer of the International Association of Machinists, Ottawa, told about a plant that moved from Ottawa to Montreal. Although the company offered to pay moving costs and provide better jobs, only 30 per cent agreed to go. "People with solid roots in a community are hard to dislodge," he said.

#### HON. H. L. ROWNTREE

Ontario is now in the midst of developing one of the most aggressive and productive occupational training programs in Canada, Ontario Minister of Labour H. L. Rowntree told the Manpower Conference. He then outlined his department's goals for a new industrial training program in Ontario. The goals are:

- to help industry fill the skill gap and stimulate sound economic growth;
- to open new employment opportunities through "on-the-job training;"
- to anticipate and meet the economy's rapidly changing manpower requirements;
- to help meet the challenges of technological, economic and social change.

This blueprint came in response to the Ontario Legislature's Select Committee on Manpower Training in 1963, and its report of the steps that could be taken by governments, industry and labour to improve existing worker training programs, and to implement new approaches in training and skill up-grading.

Mr. Rowntree's department had sponsored and assisted formal apprenticeship programs in the construction, motor vehicle and service trades for nearly 40 years, but it became clear that legislation covering this field was outmoded and

limiting. The barrier was removed with the introduction of the Apprenticeship and Tradesmen's Qualification Act in 1964.

The Minister said that early efforts were made to co-ordinate Ontario's new training goals with those of the federal Government's over-all education and training scheme. An inter-departmental committee of senior officials was established to determine jointly training needs.

#### Specific Plans

A year ago, with goals established, legislation up-dated, co-ordination assured and financial arrangements completed, Mr. Rowntree announced specific plans to launch, for the first time in Ontario, a comprehensive Industrial Training Program. Included in this plan to assist industry and individuals to develop their skill requirements on-the-job were:

- provision of flexible apprenticeship programs;
- modernization of existing long-term schemes;
- short term on-the-job skill development programs;
- promotion for on-the-job training programs.

In essence, he said, the plans were designed to solve a basic and persistent problem—a shortage of skilled people and a dearth of opportunities for unskilled people, compounded by a rapidly advancing technology.

Mr. Rowntree said that his department's new Research Branch will follow labour market trends so that skill shortages can be avoided. Training will not be undertaken where skills are in ample supply or becoming obsolete. The branch was also evaluating the effectiveness of training in various trades, and assisting in the development of statistical information as a back-drop for current and future industrial training programs.

#### Training Image

In promotion activities, the department has attempted to up-date and enhance the image of apprenticeship training and to introduce the concept of short-term skill training to people already in the work force. The response to on-the-job training—or OJT—has been heartening. Over the last six months, said Mr. Rowntree, there have been more than 1,000 requests from industry for apprenticeship and short-term programs.

Ontario is training almost half of all the active apprentices in Canada, the Minister said. In the year ending March

1965, more than 5,000 were registered in more than 100 different apprenticeship trades. In the preceding year, there were only 3,700.

The province is currently running 110 new apprenticeship programs covering a wide variety of trades including electricians, die makers, welders, woodworkers, machine shop operators and printers.

The Department of Labour's Industrial Training Branch plans to implement several pilot projects, in conjunction with specific industries and trades, to test the effectiveness of new ideas and techniques prior to their implementation on a larger scale. In addition to pilot projects, pre-apprenticeship training is now in effect for the trades of barber, hairdresser and cook.

On a sobering note the Minister said that the department has run into serious problems respecting trade jurisdictions. Some unions and employers, he said, seem to be attempting to use apprenticeship certifications as a lever to alter trade jurisdictions for their own ends. This activity can only serve to discourage the efforts of responsible labour and management in the training field.

### Short-Term Training

The Minister explained that "short-term training" provided a method of teaching specific on-the-job skills where complete trades training is not required. The training is done during periods ranging from two weeks to two years. The curricula and training period depend on the individual's and companies' specific needs. Wherever possible, skills are taught on a "block building" basis, so that the trainee has the opportunity of acquiring other related skills at a later date.

During February of this year, the Minister reports, there has been a total of 519 requests from various firms for short-term training programs. The department has already established 67 short-term training projects that involve more than 5,500 trainees. "If programs materialize from even a reasonable number of firms who have requested assistance, we can expect that more than 20,000 persons in Ontario will be receiving short-term training by this time next year," he said.

Companies who do not have the "know-how" to develop their own training programs are provided with a full range of financial and technical assistance by the department's Industrial Training Branch. In cases where trainees are unemployed and have been referred by the National Employment Service,

the department pays part of the cost of a training allowance for the weeks required until the trainee attains a reasonable level of productivity.

The Minister mentioned the rapidly expanding economy and unemployment's all-time low. He warned that if the present rate of growth is to be accelerated or even maintained, the "skill gap" must be filled. "The shortage of trained people means fewer opportunities for the untrained," he said. "It also limits the ability of business and industry to continue expanding in foreign and home markets."

Immigration could provide some immediate relief, Mr. Rowntree concluded, but "in the long run, the answer lies in preparing our own people for tomorrow's labour market."

### JAMES BLACK

James Black, Eastern Regional Director of the Building and Construction Trades Department, AFL-CIO, in his paper on "Apprenticeship Training" reaffirmed the steps previously mentioned to prepare the work force for the changing technology. He elaborated on a statement made by Jean-Paul Menard, President of the Montreal District Labour Council during a manpower conference in Sarnia. Mr. Menard suggested that if there is a depreciation fund for machinery, there should also be one for skills.

Mr. Black then suggested a skill replacement fee for every certified tradesman between the ages of twenty-one and forty-five years. This depreciation reserve would be charged against the employer and used to defray the costs of training replacements. "It might work in conjunction with, or modelled after, the workmen's compensation program."

Mr. Black was critical of the "unrealistic entrance requirements" to apprenticeship training schools, saying that he knew of no trade that required a higher scholastic attainment than Grade 10.

He advised also that when a training program is being planned, allowance should be made for the skills of immigrants. "They, too, must have an opportunity to earn a decent living," Mr. Black said.

### ERIC PETERSSON

Swedish economist Eric Petersson told the conference that "investment in human capital is highly profitable." In Sweden, retraining schemes salvage 30,000 people a year; and by 1970, the number will have risen to 80,000.

To gain confidence and public support for such an investment, Mr. Petersson advised that at first it is wise to select persons who are easiest to train—those who can be placed quickly and efficiently in a new job. Female, disabled and older workers are not in high demand on the Swedish labour market.

He also advised setting up incentives for adults to take retraining. He suggested that grants should be given and should not have to be repaid.

Mr. Petersson believes that vocational training should be incorporated in the general schooling. "Apprenticeship should be taken out of firms," he said, "because it encourages exploitation of the worker and provides the employer with cheap labour."

### HON. JOHN R. NICHOLSON

Labour Minister John R. Nicholson urged management and labour to sit down together and work out their problems with mutual respect and trust. He cited the Labour-Management Cooperation Service in the Department of Labour, a group designed to encourage labour and management to overcome traditional, unilateral thinking and to meet together away from the tensions of the bargaining table. The Minister said that no country in the industrialized world can function at full capacity if various bodies within that country live by unilateral actions alone.

### Need More LMCs

There are at present more than 2,000 labour-management joint consultation committees in Canada, promoted by the federal Department of Labour, he continued. They represent more than 611,000 employees who work in unionized establishments. "But there are more than 1,500,000 members in organized labour in Canada, and that figure is growing all the time. This means that considerably less than half of your members have the opportunity of making their views known, through joint consultation, away from the bargaining table."

### Join Forces

The Minister suggested that the CLC look honestly within themselves for some of the answers to their pressing problems. He expressed hope that management might soon become as aware of the problems as the unions themselves. By joining forces, labour and management could find many answers to such problems as advance planning for tech-



nological changes, worker retraining, dislocation, seniority rights, job security, mobility, compensation for job loss, and automation.

"Not only must unions show their willingness to co-operate," Mr. Nicholson said, "but management must also accept its responsibilities in worker training, retraining, upgrading and job security."

"Management must also realize that some of its ancient prerogatives are no longer sacred in our changing world . . . that joint consultation, negotiation and co-operation are essential if management wants to maintain its competitive status in both national and international markets."

#### HON. LESTER B. PEARSON

Prime Minister Pearson told the conference that the Government plans to encourage immigration, but that newcomers may be limited to fit manpower requirements. "We need a vigorous immigration policy, provided that it is carefully shaped to our manpower requirements," the Prime Minister said. "The normal flow of immigrants to Canada will be brought more closely in line with the needs of our economy and the opportunities available."

#### Training Allowances

He told the conference that the Government was proposing a substantial increase in training allowances for unemployed and underemployed workers. Under the new system, the right to unemployment insurance benefits would be protected while people are in training courses.

Job dislocations and automation problems called for co-operation and hard work by both government and industry, Mr. Pearson said. Employers and unions would have to work closely together to develop practical ways of making the necessary employment adjustments and to help individual workers to make the required changes. He said that the proposed manpower department would be ready to help in this field.

This department, after approval by Parliament, would need two years to take over the responsibilities it will be assuming. It might take several years before new manpower programs bore fruit but they would help broaden job opportunities for thousands of Canadians. "They are the families locked in pockets of rural poverty; the older people who have lost jobs they could no longer do well; the workers whose skills have become obsolete; the young people who gave up school too soon, untrained, unskilled, defeated."

## Manpower Training And National Expansion

"A shortage of trained-workers . . . may stifle our national expansion," Hon. John R. Nicholson, Minister of Labour, told the Kiwanis Club of Ottawa in February.

"This shortage was one reason for the extensive re-organization of some sections of the Government at the beginning of this year, including my own department . . ." A number of programs that had been initiated and developed by the Department of Labour for the education and training and placement of workers had now become the responsibility of the Department of Citizenship and Immigration—soon to become the Department of Manpower, if the change is approved by Parliament.

The federal Government and the provinces had been concerned with the education and training of young people, and the retraining and upgrading of workers whose skills were becoming obsolete, the mobility of workers whose job locations were changing, and the recruitment of skilled workers through immigration, the Minister continued.

"The creation of the new Department of Manpower will give us the opportunity of carrying out, for the first time, a full frontal attack on a national scale on the serious manpower problem. . . . The transfer of certain functions of the Department of Labour to the new Department . . . leaves the Labour Department free to concentrate on labour-management relations, labour standards, and those allied matters that loom so large in the lives of most Canadians."

#### Close Harmony

The two departments would be operating "in close harmony toward the long-range objectives of a comprehensive and co-ordinated program, covering all aspects of labour-management relations and all aspects of manpower development and utilization."

The development of more new programs with the provinces, and greater emphasis on existing programs by the new ministry, was to be expected, Mr. Nicholson said. Speaking of his own department, he stated that the continuing advance of technology and automation was raising many complex problems, the

solution of which would require the fullest co-operation between labour and management.

Recently, questions had been raised about the relationship between a worker and his job: How far could, or should, management go in unilaterally introducing changes designed to increase efficiency? Should important changes be a matter for negotiation between employer and employees?

"Questions such as these must be subjected to the most careful deliberation by management, organized labour and governments at all levels." In planning changes in their plant, equipment or methods, the Minister said, employers should as soon as possible "seek the co-operation and assistance of their employees and their unions, and wherever useful, the Government, in working out arrangements for re-adapting workers to jobs, or jobs to workers."

#### Labour-Management Committees

The Department of Labour would continue to expand its promotion of labour-management committees, and it would encourage these committees to deal with questions of concern to employers and employees facing advancing technology.

In pursuance of its efforts to improve working conditions for all Canadians, the Government would be introducing, at this session of Parliament, amendments to the Fair Wages and Hours of Work Act, and would introduce a Canada Labour Safety Code, the Minister said. Efforts to prevent discrimination on account of race, sex, colour or religion would also be continued.

He pointed out that by the end of 1965, employment had risen to about 7,000,000—an increase of 305,000 or 4.6 per cent, compared with the previous year. Unemployment at January 15 was at the rate of 5.1 per cent, the lowest for more than a decade. In 1964, it had been 5.9 per cent. During the first nine months of 1965, earnings had risen nearly 5 per cent compared with the same period in 1964.

Unemployment, however, continued to be a cause for concern. At the same

*Continued on page 175*

# Annual CLC Brief To Cabinet

## *The View From the Congress*

*Labour body presents views on a large number  
of economic and social issues  
including inflation controls,  
national unity and manpower policies*

The Canadian Labour Congress in its annual brief to the Cabinet urged the Government not to allow concern about inflation to lead it "to act prematurely in imposing restrictive measures." It contended that this had been the tendency of Canadian governments in the past, and that there had been "much evidence of this point of view in recent months in statements issuing from ministers of the Government."

The Congress said that it was worried about the possibility that the Government might take action against inflation when, in fact, no threat of inflation existed. It argued that Canada had experienced "a remarkable degree of price stability, relative to other industrial countries, during the past five years," and it could find no evidence that the country was about to enter upon an inflationary period that would require "broad restraints in monetary, fiscal, wage and other policies."

Such unnecessary restraints, the brief said, would "cut our economic advance in mid-stride, and cause a reversal of the downward trend in unemployment." Views expressed by the Economic Council of Canada were cited in support of the position taken by the Congress.

### **Wages and Labour Costs**

The brief referred to the question of wage and labour costs as an aspect of the controversy about inflation and economic restraints. Appeals for wage re-

straint were common at all times, but during a time of economic activity they took on added intensity, the Congress said. It contended, however, that "for many years productivity in Canadian manufacturing has been growing at roughly the same pace as wages and other labour benefits, with the result that labour cost per unit of output has been very stable."

"The Canadian Labour Congress can be counted on to behave in a manner consistent with the nation's economic interest. However, we fail to see that this would require the workers we represent to forego continued wage increases under present economic conditions. We see no convincing evidence of wage or price developments which would call for such a course of action."

The brief rejected "the notion that, whenever wages edge ahead of productivity, wages should be held in check," and it termed this a negative and unproductive approach. The positive approach was to take steps to increase the rate of growth in productivity.

### **A United Canada**

The Congress emphasized the need for national unity, and it deplored the existence of growing pressures for regionalism and decentralization.

"We do not refer here to that kind of separatism which has been identified with extreme nationalist movements in the province of Quebec. We do not be-

lieve that they command more than a very minor kind of support. What we have so briefly described is true of more than one province, and has expressed itself in more than one way: in the demand for provincial jurisdiction over off-shore mineral rights; in the right to opt out of federal social security programs; in the wish to establish provincial banks; and in the desire to fragment the manpower service—to mention but a few of its manifestations . . . The kind of regionalism which we observe is by no means peculiar to the province of Quebec, nor is it a question of the preservation of language or culture. It is an unwillingness to pool what are essentially national resources in the national interest . . ."

The continuation of this tendency would inevitably have the effect of weakening the power of the federal Government to plan for the well-being of the economy as a whole, because it would deprive that government of the necessary fiscal resources and legislative powers.

"It will mean, inevitably, that the wealthier provinces will keep to themselves what they should be sharing with those not as well endowed and, just as inevitably, the continued growth in regional disparities of income, employment and security . . ."

"We call on you as the Government of Canada to use those powers which are legitimately yours and the exercise of





—Photo by Andrews-Hunt

### CLC Brief being presented by President Claude Jodoin

which is essential for the well-being of Canada," the Congress said.

#### Manpower Policy

Although the Congress had hoped that the transfer of the National Employment Service to the Department of Labour would have provided an opportunity "to develop a set of co-ordinated manpower services with the NES at its core," during the past year it had seen little evidence of improvement, the brief said.

The program, announced a year ago, for assisting workers to move to employment in other parts of the country was criticized by the Congress on the grounds that an assistance program based mainly on loans, repayable in two years at 5 per cent interest, did not provide "a meaningful incentive to worker mobility." Such a program should be "based entirely on grants, regardless of the employment status of the workers concerned."

Much remained to be done also in other aspects of manpower, "including continuous, detailed, labour market research, adult retraining, a key role for the NES, and the co-ordination of manpower services . . . We had hoped that the solutions to manpower problems could have been worked out within the Department of Labour. The establishment of the new Department of Manpower, however, reflects a recognition by your Government of the great importance of the manpower question. It should provide an opportunity to develop a high level of co-ordination among the various manpower services."

The establishment of the new Department should help the co-ordination of manpower policy with other economic policy such as trade, monetary, and fiscal policy, the brief said. It also com-

mended the bringing together of manpower and immigration in one department, and it expressed the hope that co-ordination would be maintained between the Department of Labour and the Department of Manpower, "whose functions will continue to be related at many points."

The Congress voiced misgivings about the new status of the Department of Labour, which, it said, appeared at first glance to be "but a remnant of what it was, with considerably diminished responsibilities, staff and prestige." The jurisdiction of the Department had undoubtedly been reduced, and the brief urged the Government to "establish clearly and without ambiguity the importance of the functions which it is still required to perform and its status as a Department of Government." The remaining functions of the Department in labour-management relations and labour standards should not be down-graded or underestimated. The Department was capable of playing "a leading role in the interests of the working people of this country, given the opportunity to do so."

#### Joint Review

The Congress suggested that a consultative committee, on which organized labour would be represented, should be established to review the programs and capabilities of the Department.

The brief touched on a number of other matters, including: the automobile trade agreement, social legislation, housing, the "War on Poverty," labour legislation, the Freedman Report, discontinuance of railway services, immigration, succession duties, and collective bargaining in the public service. It also commented on certain international questions such as the war in Viet Nam, disarmament,

aid to economically underdeveloped countries; and Canada's connections with international organizations such as the ILO, the United Nations, OECD, and the Organization of American States.

#### Auto Trade Agreement

The Congress reiterated complaints it had made a year earlier about the insufficiency of the help given to automotive workers who were displaced as a result of the auto trade agreement (L.G., April 1965, p. 320) and the lack of any benefit to consumers from the agreement by way of lower prices for cars. It complained that the agreement remained "a vast profit windfall for the automotive industry, which is already one of the most profitable in Canada." It expressed disbelief in the contentions of the manufacturers that cars cost more to produce in Canada than in the United States because of the smaller scale of operations in this country.

The Congress asked the Government to set up a tripartite manpower task force, on which the workers would be represented, to devise a manpower program for the industry.

#### Social Legislation

The Congress expressed its dissatisfaction with the decision of a considerable number of employers to integrate their private pension plans with the Canada Pension Plan, instead of "stacking" them; and it criticized the Government for being "probably the first employer in Canada to set the stage for integration and to provide an example for others to follow."

The brief urged the amendment of the Old Age Security Act to raise the amount of benefit to \$100 a month and to lower the age at which it was payable to 65 years. It welcomed the advent of the Canada Assistance Plan as an improvement over assistance programs at present in effect, but it said that the Congress would have preferred the cost-sharing plan—instead of providing for the federal Government to share the cost equally with the provinces—to have been on a sliding scale arranged so that the federal share would have been larger for "those provinces less able to maintain the burden of social assistance benefits."

The Congress asked the Government to resume discussions with the provinces in the matter of a universal program of health care, and to "adhere to the conditions set out originally, so that the participating provinces will in fact introduce the appropriate legislation and provide coverage for the whole population, and not merely for those who by definition are deemed to be indigent, or nearly so."



These conditions were comprehensive-ness, universality, transferability and public administration.

### War on Poverty

The Government's decision to engage "in a program popularly known as the 'War on Poverty'" was welcomed by the Congress. It said that this "war" would have to be fought on many fronts if it was to succeed, and it suggested that one of the conditions necessary to make it effective was the attainment and maintenance of full employment, which would entail the development of a comprehensive and well integrated manpower service.

Other conditions deemed necessary for the success of the program were:

- an improved system of social security;
- better educational opportunities;
- the improvement of rural life;
- upgrading of skills.

The Congress was pleased that the Agricultural Rehabilitation and Development Act was to be extended, and it expressed its approval of the establishment of the Company of Young Canadians as "a departure from conventional methods" that would open up "opportunities for constructive channeling of the idealism which is to be found among the young men and young women of this country."

It added, however, that the status of this body and its future had become "difficult to discern," and that both should be made clear.

Referring to the Canada Labour (Standards) Code, the Congress said that "the large number of applications for deferment would seem to indicate that insufficient attention was paid to the implications of the legislation, especially as it applies to hours of work." It said that the legislation had "created an abundance of problems in collective bargaining relationships in a number of industries because it did not anticipate, as it might have, the adjustments that would be necessary to put the 40-hour week into effect as provided for in the Code. The railway industry is a striking case in point."

This experience was cited as an illustration of "the importance of prior consultation with those likely to be affected by legislation before it is drafted or submitted to Parliament."

The Congress criticized the Corporations and Labour Unions Returns Act as "a bad piece of legislation," not only because of what it had set out to do, but because of the way in which it had been administered. It said that it would like to see the Act rescinded, "at least so far as trade unions are concerned."

### The Freedman Report

Commenting on the report of Mr. Justice Freedman's Industrial Inquiry Commission on the Canadian National Railways "Run-Throughs" (L.G., Jan-Feb., p. 4), the Congress drew attention to the Commissioner's suggestion that the Industrial Relations and Disputes Investigation Act should be amended to require an employer to defer any technological changes until the trade union with which he dealt had been notified and given a chance to treat them as a negotiable item.

The Congress agreed with the Commissioner that the best way to settle disputes of this kind was by voluntary agreement between the parties, but it doubted whether "it would be possible at the present time to obtain from management's agreement on so wide a scale as to eliminate the need for legislation . . . We are therefore reluctantly led to the conclusion that the most effective and most expeditious way of dealing with this problem would be through measures along the lines set out in this report." It accordingly "strongly" urged the amendment of the Act as soon as possible.

### Railway Services

The Congress asked the Government to intervene to prevent the two main railway systems from continuing their present policies regarding curtailment of railway services, "which spell out indifference to their role as service agencies for the Canadian people."

### Immigration

The Congress confined itself to a brief reference to immigration, saying, "we hope to be able to meet with you in the near future on this and certain other matters." It criticized the Government's immigration policy on three counts:

- the number and kinds of immigrants admitted;
- discrimination in selection;
- the arbitrary powers wielded by immigration officials and the lack of opportunity for immigrants to provide themselves with defence against their decision.

### Succession Duties

As far as trade union members were concerned, the question of succession duties "has by and large been a question of not much more than academic interest," the brief said. "Succession duties as a rule hitherto have been paid out of relatively substantial estates which were not typical for wage-earners. But the Canada Pension Plan has changed all this. The widespread coverage of em-

ployees under group life insurance plans, and the strong predisposition to save through home purchases, mean that far more wage-earners are now able to leave some estate on death than was the case previously . . ."

The brief dwelt on two matters of complaint. First, that the Estate Tax Act had not been intended to apply to comparatively small estates, and that it should not do so now. Secondly, that a hardship was imposed on a widow when she was required to pay estate duty in a lump sum on the present value of a pension that was payable over a period of years. The Congress suggested that the tax should also be spread over a period of years.

### Bargaining in Public Service

The Congress said that it had already expressed strong disagreement with some of the proposals made by the Preparatory Committee on Collective Bargaining in the Public Service. It continued: "Without going into them here at any length, we wish to express our concern about proposals which amount to an invasion of the right of association, exclude large areas of the conditions of employment from the process of collective bargaining, and reserve for the employer the right to make decisions unilaterally which should be within the scope of the collective agreement."

"We are concerned moreover about the structure and the personnel of the agencies which will administer the legislation . . . We consider it of the utmost importance . . . that any appointments made to a body such as the Public Service Staff Relations Board, or arbitration tribunals if such are established, should follow consultation with the recognized organizations of employees in the public service."

### International Issues

Referring to the war in Viet Nam, the Congress urged the Government to support efforts to bring about an immediate cease-fire in Viet Nam and unconditional negotiations open to all parties concerned in the conflict, the eventual withdrawal of all foreign troops from North and South Viet Nam, self determination for the people of Viet Nam, and a massive aid program to help in the economic development and rehabilitation of the people concerned.

If the present political and economic sanctions against Rhodesia fail, "more effective punitive measures would have to be implemented by the Commonwealth and the United Nations," the brief said. "In the meantime, Canada could undertake, alone or jointly with



other friendly nations, a crash program of training members of the oppressed and disfranchised people of Rhodesia for the tasks of self-government.

"While the Congress has at all times supported the fundamental rights of people everywhere to free themselves from colonial rule, we are disturbed nevertheless by the trend toward military dictatorship, one-man rule and the suppression of all civil and trade union rights in many African countries." The Congress urged the Government not to supply arms to, or help such states with military or police training.

"Despite its inherent limitations, the United Nations still represents the best hope of progress for a lasting peace, and the only existing world-wide instrument for international co-operation and conciliation. Support of the United Nations should, therefore, remain a cornerstone of Canada's foreign policy."

The Government was asked to support the decision of the last United Nations General Assembly to convene in 1967 a World Disarmament Conference, open to all states. It was also asked to work for:

- an international agreement to prevent the proliferation of nuclear weapons;
- formation of a non-nuclear association of nations that would undertake not to manufacture nuclear weapons—or store, or allow them to be stored—on their own soil;
- an effective total ban on nuclear tests;
- the formulation, conclusion and implementation of a treaty adhered to by all states to bring about complete disarmament from all kinds of weapons;
- an effective United Nations' presence and influence in disarmaments negotiations.

The Congress regretted the Government's refusal "to abandon or to renounce the nuclear role for Canada's armed forces," and hinted at the desirability of withdrawing most Canadian military forces from Europe. It welcomed the increase in the size and diversity of Canada's aid program abroad, but urged increased effort in this direction. It suggested that Canada should consider becoming a member of the Organization of American States; and it commended Canada's participation in the Organization for Economic Co-operation and Development.

The Congress urged the Government to take steps to ratify the Conventions of the International Labour Organization, and to bring about closer co-operation with the provinces in implementing ILO instruments.

# The Government's Reply

Replying to the submission of the Congress, the Prime Minister, Rt. Hon. Lester B. Pearson, said that with reference to changes in the organization of government departments, the Government had had no wish, "in any way, shape or form in these changes to downgrade the importance of the Department of Labour," and he did not think that this would be the result.

The Department of Manpower, when approved by Parliament, would be in a sense a department of labour also; and, Mr. Pearson said, there would be "the closest co-ordination between the two departments," as well as between the Department of Labour and the new Department of Rural Development that the Government hoped to establish.

The Prime Minister agreed with the Congress that the Government should not be deterred by its lack of a majority from producing legislation that it thought was wise, merely because "we might not be able to get it through." At the same time, the Government "should not attempt to put legislation before the House which we think is unwise, or even premature, because it will get majority support."

But although the Government would make the best use it could of its powers under the constitution, and would respect powers that did not belong to it, he pointed out that in the fields of social legislation and educational matters, the Government could help, but that the necessary powers were "certainly not exclusively" theirs.

## Inflation

Regarding the economic situation, Mr. Pearson said that the Government was very much aware of the danger of applying unnecessary restraints to prevent inflationary pressures. "Our first responsibility, as you point out, is to do what we can to maintain and deepen and broaden the expansion which has taken place, and see that it operates primarily in the interests of men, of people."

At the same time, the Prime Minister said, "We are aware of the danger on both sides; of inflation, which can be a very real danger, [and] the danger of taking unnecessary action to prevent inflation, which would hinder expansion."

Turning to the question of the war in Viet Nam, Mr. Pearson said that the principles the Congress had urged the Government to support were "those

which do indeed guide our policy in regard to Vietnam." In regard to Rhodesia also, the principles outlined in the CLC's brief "as being of concern to Canada and to the other countries are those which we have attempted to follow in this very unhappy business in Rhodesia."

Regarding five other matters of foreign policy on which the Congress had given its views, the Government was already trying to follow the line advocated in the submission, Mr. Pearson said, "particularly an international agreement to prevent proliferation of nuclear weapons."

## Hon. John R. Nicholson

The Minister of Labour said that when he had taken over the portfolio of Labour, the Prime Minister had assured him that it was desirable to have a minister "who would be free to concentrate on the prime responsibility, the original responsibility, the original conception of the Department of Labour, namely an improvement in labour-management relations and in labour standards." His experience so far had convinced him that there would be no down-grading of the Department of Labour.

Mr. Nicholson said he agreed with the Congress that relations between labour and management were becoming more and more important to the community, and he assured it that the Department would "devote increased attention and resources in this critical area." He noted, however, that in the CLC's memorandum, the only suggestions put forward for bringing about improved relations between management and labour were "in the form of legislation."

"I think you will agree with me, based on our experience, that you cannot bring about all these things by legislation, no matter how hard you work at it. It is the spirit in which you tackle the things and try to implement the regulations. . ."

The Minister referred to the Freedman report as "an admirable, thought-provoking document." Mr. Justice Freedman had recommended that employees and management of the railways get together to try to settle their differences, and "encouraging steps are already being taken along that line."

Regarding the Canada Labour Code, Mr. Nicholson said that the Government and his predecessor, Mr. MacEachen, had realized that time would be required



for adjustment. He indicated that the period of 18 months allowed for this was not an unduly long one, "having regard to the magnitude of the task."

In the matter of housing, the Minister admitted that "our record as a nation in the providing of houses for low-income people" is not one to be proud of. But there had been a very marked improvement in the last 18 or 20 months. Amendments to the National Housing Act passed in 1964 had produced results, and further amendments were being considered. In this connection, "we would welcome getting your views, and the sooner we get them the better, before we get too advanced in our thinking," Mr. Nicholson said.

#### Hon. Jean Marchand

The Minister of Citizenship and Immigration said that he thought it was agreed that his Department and the Department of Labour would have to work together "in close relationship." Mr. Nicholson knew "much about immigration," and he (Mr. Marchand) knew "a little bit" about labour relations. "The only trouble is immigration is under my jurisdiction and labour relations is under his. But this indicates that we should work together, and it will be easier to understand each other."

#### Hon. Allan MacEachen

Hon. Mr. MacEachen said that as Minister of Labour he had had "a very good, close and constructive relationship with the Canadian Labour Congress and with its officers." He expressed his appreciation of the collaboration that had existed between the Congress and the Government as a whole.

#### Hon. Mitchell Sharp

The Minister of Finance agreed with the Congress that the Corporations and Labour Unions Returns Act needed amendment, "not only in relation to trade unions and the information that they are supposed to provide, but also in relation to information from the business communities." The only reason that it was not "on our list" at present was that there were more urgent matters to dispose of at this session of Parliament.

Mr. Sharp then referred to the matter of succession duties. He said, "I did not really think I would live to see the day when the Canadian Labour Congress put a matter of this kind as of great importance to the labour unions," and he thought that it should be a source of some satisfaction that the rise of incomes and of provision for retirement had been such as to make this a question of concern to labour unions.

## Canadian Railway Labour Executives' Association Brief



Canadian Railway Labour Executives' Association Brief was presented by J. A. Huneault, Canadian Vice-President, Brotherhood of Maintenance of Way Employees. Left to right are: Charles Smith, Chairman, Mr. Huneault, A. R. Gibbons, Executive Secretary, and R. Smith, Vice-Chairman. Speaking to the executives is Hon. George J. McIlraith, Minister of Public Works.

For many years the Railway Brotherhoods presented annual submissions to the federal Government under the name, "The National Legislative Committee, International Railway Brotherhoods." On April 29, 1965, Canadian Railway Labour Executives' Association was officially established to meet the need for co-operative action and co-ordinated policy among the various railway labour unions on all matters of mutual interest and importance to Canadian members. The former National Legislative Committee has now become a Standing Committee of the Canadian Railway Labour Executives' Association.

The committee, in its brief, stressed its long-standing desire for a national transportation policy, that would bring railways, airlines, pipelines, water transport and interprovincial and international highway carriers under a co-ordinated system that would more effectively serve the Canadian economy.

The Government was represented at the hearing by the Rt. Hon. Lester B. Pearson, Prime Minister of Canada, Hon. John R. Nicholson, Minister of Labour, Hon. Allan J. MacEachen, Minister of National Health and Welfare, Hon. Arthur Laing, Minister of Northern Affairs (soon to be Indian Affairs and Northern Affairs), Hon. John N. Turner, Minister without Portfolio, Postmaster Hon. Jean-Pierre Côté, and Mr. Bryce Mackasey, Parliamentary Secretary to the Minister of Labour, at one time Financial Secretary of the International Brotherhood of Electrical Workers (IBEW).

Mr. J. A. Huneault, Canadian Vice-President, Brotherhood of Maintenance of Way Employees, read the association's brief.

#### Railway Legislation

The brief said that Bill C-120, designed to implement some of the recommendations of the MacPherson



Royal Commission on Transportation, was introduced in September 1964, only to die in February 1965. Its subject matter was then passed on to the Railway Committee of the House of Commons. During the present session of Parliament, legislation on certain recommendations of the MacPherson Royal Commission will again be introduced, and all interested parties will have a chance to present their views.

The brief again urged the Government to "exercise its true role in industrial relations" by accepting the Freedman Report (L.G., Jan.-Feb. p. 4) concerning amendments to the Industrial Relations and Disputes Investigation Act, and converting them into legislation. Mr. Justice Freedman had been called upon to examine the run-through problem "in the light of a broad policy," with the idea of developing broad guidelines to assist the Government in dealing with the problems of technological change.

The brief said that legislation would correct the inequity that now permits management to make unilateral changes in working conditions during the contract period.

#### Immigration and Manpower Policies

"Immigrant workers should only be brought in to supplement the existing labour force, not to enter into competition with it," the brief said. It also noted that the committee was pleased to see that immigration will now be part of the new manpower portfolio. The brief also expressed the committee's awareness that there is a serious shortage of professional and skilled workers and that therefore "immigration of persons who by their knowledge and skills would help to establish industries should be encouraged to the extent required."

The brief expressed concern over the large number of professional and skilled workers who emigrate from Canada each year, and it urged the Government to establish ways to encourage them to remain in this country.

On the subject of manpower and labour market policies, the brief declared: "We wish to go on record in support of the Economic Council of Canada view [that] the area of greatest need for urgent and effective action is that of manpower and labour market policies."

It noted further the committee's understanding that the proposed Department of Manpower would have within it all activities associated with manpower and labour market policies. It said that this represents only one step towards the realization of an efficient and effective manpower policy, and it urged a crash program along the lines recommended

by the Economic Council regarding the role of the National Employment Service, the expansion of training and retraining programs, more adequate labour market information, and more effective assistance programs to promote mobility.

Concerning other matters, the brief asked the Government to:

- legislate a sanitary code requiring the railway companies to provide toilet facilities and drinking water for employees;

- increase the basic exemption under the estate tax regulations from the present \$60,000 to \$100,000, and increase basic exemptions under the Income Tax Act;

- increase protection at all level crossings;

- permit legal lotteries for allocation to social services by amending the Criminal Code.

## The Government's Reply

In replying to the brief of the Railway Labour Executive Association, Prime Minister Pearson said that the most important of the manpower and labour market policies mentioned in the submission seemed to him to be education and re-education, training and retraining. This year the Government would be appropriating between \$250,000,000 and \$350,000,000 for assistance to the provinces in this matter, he said—and although this was not enough, it was a great deal more than had ever been appropriated before.

"We are away behind in this country in education, and it seems to me that the labour movement in the country has a greater stake in that development than almost any other element of the community because, as we move more into a technological society . . . training becomes more and more important."

Turning to the Freedman Report, Mr. Pearson said the Commissioner's terms of reference included the words quoted by the Association: "examine the problems associated with run-throughs in the light of broader application." The judge had concentrated on this broader application in his report, and he had been right in doing so.

The Government had to give very careful consideration to the broader aspect of this problem, the Prime Minister said. It was the Government's responsibility to cushion the impact of technological change, but "we cannot prevent, we do not want to prevent it. Nobody can prevent it. You cannot stop these things. They keep on going until eventually we will only have to work a couple of hours a day in order to pro-

duce everything that is necessary . . . and, in the process of moving in that direction, it is our duty, in so far as government can, to cushion the impact of these changes so that labour does not bear the burden unfairly . . . that we accept; and the implementation of that acceptance is quite a problem."

But the Prime Minister said that he hoped "we will be able to do something to solve it in a way that will be satisfactory to your Association."

Concerning immigration, he said that the country was in a time of expansion, and there was a labour shortage in some occupations. Therefore immigrants coming in this year could be absorbed, he thought. He said that the Government was often criticized for not opening the doors completely, but "we do not want people to come in here who cannot get a job. We want people to come in who will add jobs through their skills . . ."

The Minister of Labour said that he had been at his new post for only a few days when he met officers of the Association, and he had been acquainted with the "background of the situation which led to the Freedman report." He added that "we had a very useful discussion."

Commenting on what had been said by members of the Cabinet at the submission of the CLC brief, Mr. J. A. Huneault said that his delegation did not share the opinions expressed about the Freedman Report. "It is a matter of record that railway organizations have attempted to obtain such rules through negotiation, and got the 'thumbs down' on it," he said. This was why his organization had brought up the matter in its brief.



# Joint Brief by Construction Labour And Management on Manpower Needs



Shown prior to the submission of a joint brief on manpower needs by construction employees and employers to the Hon. Jean Marchand, Minister of Citizenship and Immigration, are, left to right: M. Roberts, Industry Branch, National Employment Service, Ottawa; J. McFarland, CCA Labour Relations Committee, Toronto; C. C. Cooper, Secretary, and James B. Mathias, President, Association of International Representatives of the

Building and Construction Trades, Toronto; Armand Trottier, President, CCA, Quebec City; Peter Stevens, CCA Director of Labour Relations, Ottawa; Colin B. Morgan, CCA Assistant General Manager, Ottawa; John Carroll and Charles Irvine, Association of International Representatives of the Building and Construction Trades, Toronto, and E. P. Beasley, Department of Citizenship and Immigration, Ottawa.

A joint brief on manpower needs was presented to Hon. Jean Marchand, Minister of Citizenship and Immigration, in the middle of February by a deputation of representatives of employers and employees in the construction industry.

The delegation was made up of representatives of the Canadian Construction Association, speaking for 96 affiliated construction associations and more than 10,000 construction employers; and the Association of International Representatives of the Building and Construction Trades, speaking on behalf of 10 construction craft unions and more than 450,000 workers.

The delegation urged the need for fuller statistical data regarding the construction industry covering the industry's labour force, the temporary or permanent loss of skilled tradesmen to other industries, wages and working conditions in the industry, the efficiency of the

industry, capital expenditure forecasts, and the analysis of collective agreements. Suggestions were made regarding processing of census data.

## Increased Training Urged

The brief urged the Government to take steps to stabilize the volume of construction, to increase the amount of trade training within the industry, and to improve labour force mobility within the industry.

Further steps to reduce seasonal unemployment in the industry were recommended.

The brief said that apprenticeship would continue to form the backbone of trade construction training, but it suggested certain measures to help employers who trained apprentices.

Apprenticeship training should be classified as "on-the-job training," and should qualify for any benefit or assistance programs offered to other industries

for this purpose. It was suggested that the term "apprentice" had lost much of its appeal to the youth of today, and the substitution of "indentured trade student," or some such term, was proposed.

## For Mobility Program

The brief suggested that "a mobility program to facilitate improved construction labour force utilization on a temporary peak season basis would be most helpful." There had long been such a program for agricultural help at harvest time, and a similar one for the construction industry would be beneficial.

It was urged that the proposed Department of Manpower should follow the "sound advice offered by the Economic Council of Canada and immediately establish a policy to make the widest and most conscientious use of advisory committees" before making final decisions on questions of policy regarding manpower and other matters.



# Labour Relations And Collective Bargaining



—Trade Photos

Armand Trottier  
New President

Labour relations and training, as well as federal construction organization and procedures were some of the subjects discussed at the 48th Annual Meeting of the Canadian Construction Association in Vancouver, January 30 to February 2.

A special committee that included H. Carl Goldenberg, Q.C., of Montreal (L.G., Aug. 1965, p. 692), Prof. John Crispo, University of Toronto and Prof. J. L. McDougall, Queen's University, presented its views to the first general session on the "Canadian Construction Labour Relations Inquiry."

Mr. Goldenberg, Chairman of the Inquiry Steering Committee, said that labour relations in the construction industry were affected by the irregularity of employment arising out of the nature of the product and its diverse and unstable market. Consequently the bargaining unit and the procedural delays appropriate to manufacturing are not appropriate to construction. On the basis of his recommendations, he said, the Ontario Labour Relations Act now contains a special section governing the construction industry, and a special division of the Labour Relations Board is now constituted as the Construction Industry Division. One problem peculiar to the construction industry, Mr. Goldenberg said, is that of jurisdictional disputes arising from conflicting claims of unions concerning performance of particular types of work.

"While it is well to understand the underlying reasons for jurisdictional claims, the fact remains that strikes to enforce such claims cause damage to innocent third parties and do not promote labour's public image." He went on

to say that the public understands strikes precipitated by conflicts with employers, but does not understand strikes arising from conflicts among unions.

### PROF. JOHN CRISPO

A progress report on "The Desirability and Feasibility of Certifying Employer Associations in the Construction Industry for Collective Bargaining Purposes," was presented by Prof. John H. G. Crispo, Director of the Centre for Industrial Relations, University of Toronto, in affiliation with

### Armand Trottier Named CCA President

The Canadian Construction Association at its annual meeting in Vancouver, elected Armand Trottier, President of Philippe Trottier Inc., and Vice-President of the CCA, as its president for 1966.

Mr. Trottier is past President of l'Association des Constructeurs de Québec Inc., and of la Fédération de l'Industrie de la Construction de la Province de Québec Inc., and a director of the Construction Industry Apprenticeship Commission.

He was a delegate to the meetings of the Construction Committee of the International Labour Organization in 1956 and 1959, and Adviser to the Employer Delegate at the ILO conference in Geneva in 1963.

Prof. Harry Arthurs of Osgoode Hall Law School.

"Our labour legislation is based on the premise that countervailing power is a good thing," he said. "We certify unions and grant them exclusive bargaining rights in order to create a balance of power between labour and management. . . Just as employees have the right to join a union, why shouldn't employers be able to form an association which could be certified as their exclusive bargaining agent?"

Certification would be only the first step, he said, followed by association security to discipline the members. There would be a number of practical problems to be worked out, and there was also the danger of opening the door to collusion both within employer ranks and between labour and management. He believed that the public would have to be protected, by limiting the role of these associations to the collective bargaining sphere, and by ensuring that they are kept open to all comers. In any case, he concluded, "It is much more complicated than it appears on the surface."

### PROF. J. L. McDOUGALL

In his Canada-wide survey of collective bargaining in the construction industry, Prof. J. L. McDougall, School of Business, Queen's University, discovered marked geographical differences in the supply of and demand for labour. Some parts of Canada were entering full employment and enjoying prosperity without being disorganized by it, he said.



Other centres had passed over the line between prosperity and price inflation, where prices rise and keep on rising until they bring the level of demand into adjustment with the available supply.

Professor McDougall said that the second noticeable factor was the difference in the degree of sophistication in market structures between places of different sizes. As an example, he cited one small market where a group of employers said that they would gladly pay labourers 60-70 per cent more an hour if only they could get men who could read blueprints, and who would not require close supervision. "The hourly wage was on the low side, but the hourly productivity was so much lower that the final cost was above that of a similar job in areas with much higher nominal rates," he said. "Everybody lost—the labourer in low hourly earnings, the employer in low profits, and the customer in high costs."

In the larger and more sophisticated markets, the average level of skill tended to be higher, but there was a loss of personal contact and of the mutual respect which flows unconsciously from it, he found.

He said that collective bargaining suffered because it is time-consuming and difficult. One suggestion he had heard was that payments might be given to representatives to reimburse them for the time lost from business.

### Strongest Best

He found the best representation of employers' interests given in cities where labour unions were strongest. "The employers there either had to sharpen up or lose control of their businesses altogether." He believed that union representatives welcomed strong employer organizations. They appreciated the stimulus and power that came to them from bargaining with a strong employers' group. An employer's attention was divided between bargaining and trying to carry on with his business; the union representatives on the other hand could give their full time and attention to bargaining, and had only to wait for the employers to show signs of weakening under the combined pressures.

If there is a strike, said Prof. McDougall, the contractor is under the immediate pressure of serious money losses to settle; but the union member can move to a job in another city or to the non-unionized sector of the trade, and work there until a settlement occurs.

He believed that a long regime of prosperity, of heavy capital investment and rapidly rising wages, is one that



—Trade Photos

Panelists are shown with the President of the Canadian Construction Association, Neville R. Williams of Winnipeg, Man. Left to right they are: Prof. John L. Crispo, Director, Centre for Industrial Relations, University of Toronto; H. Carl Goldenberg, Q.C., Chairman, Inquiry Steering Committee, Montreal; Mr. Williams, and Prof. J. L. McDougall, Queen's University, Kingston, Ont.

brings problems to unions as well as to management. "Our Government is now committed to the maintenance of full employment. Therefore it cannot avoid being concerned if its efforts in this direction are partially frustrated by unions which use these efforts to raise wages rather than to expand employment. If that happens, it may compel the Government to re-examine the way in which wages and other forms of income are determined in this country."

### Chance of Conflict

Prof. McDougall said that with nineteen building trade unions, each one extremely conscious of its autonomy and bent upon maintaining and extending its jurisdiction, there is every chance of conflict, resulting in loss to the community. If protection of the long-run economic interests is one of the major concerns of effective trade unions, he believes that a smaller number of building trade unions offering more continuous employment on each job may be a valid response to the technical changes in relative costs.

The speaker stated that Canada is slowly and reluctantly facing up to the fact that progress and high capital investment involve costs that are just as serious in their own way as those of depression and underemployment were in the

past. Although he feels that "nobody wants to see the old days of intermittent employment and low annual earnings return to the construction industry," a willingness to face institutional changes that will reduce selling prices, while leaving average earnings high, may be one of the best ways to safeguard the future of the industry for the mutual benefit of employers and employees.

The third general session heard construction activity described as "an important barometer of Canada's economy." Dr. J. J. Deutsch, Chairman of the Economic Council of Canada, in discussing "Training Needs and Responsibilities," said that 15 per cent of the nation's output in goods and services pass through construction's hands.

### Note of Urgency

He said there was an urgent need for a more comprehensive effort of research and analysis of the Canadian construction industry and its problems. Between 1965 and 1970, Dr. Deutsch said, one million workers will join the Canadian labour market. To attain the "full employment" objective of the Economic Council's First Review would require a net addition of 1,500,000 jobs in the seven-year period ending in 1970.

He reiterated the Council's warning that a higher rate of productivity growth



would be needed in order to attain potential output by 1970. The fact that over the last two years construction contracts had become plentiful and skilled labour had become scarce added a new note of urgency and suggested that the industry make a very special effort in this area. To complicate matters further, there was also a shortage of unskilled labour, notably in Montreal and British Columbia.

In order to adapt to major instability in the demands placed on the construction industry, drastic cuts were made from time to time in its output and even in its capacity, he said. The alternating expansion and contraction of the industry gave rise to great uncertainty and insecurity for both management and labour.

Dr. Deutsch urged that more manpower resources must flow into the industry through the labour market, with the assistance of more appropriate and effective means for facilitating adequate mobility, training and retraining of manpower for this purpose. He said that the new Department of Manpower was a welcome initiative in the direction of establishing effective administration in this area of greatest need. He concurred in the emphasis placed in the Second Annual Review on the development of strong initiatives and effective policies to promote adaptability and mobility of the labour force. To facilitate the matching of demand and supply of labour, and to generate timely and useful information about labour market conditions, will yield high rates of return to the economy as a whole and to individuals concerned.

### **Apt Advice**

The advice which the Council offers to industry in general on skilled manpower is particularly apt for the construction industry, he said. It anticipated that demands will continually run ahead of supply of management, professional and more technically skilled labour—especially in view of the fact that there will be no increase in the male labour force in the critically important 35-45 male age group over the next five years.

He praised the Canadian Construction Association for their emphasis on training, saying that it was directly in accord with the Economic Council's scale of priorities. He felt encouraged by the initiatives taken by the C.C.A. leading to the establishment of construction technology courses in a number of technological institutes, training programs on

major projects, and the sponsorship of construction management courses in eight major centres.

In conclusion, Dr. Deutsch said that he could think of no more pertinent challenge to the industry than that offered in the Second Annual Review: "to re-appraise management, professional and labour union procedures and practices which impede the training, mobility, and more effective use of scarce manpower skills."

Dr. C. Ross Ford, Director, Technical and Vocational Training Branch, federal Department of Citizenship and Immigration was the discussant for this panel which included four speakers one of whom was Dr. Deutsch.

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## **Department of Labour Today**

*Continued from page 142*

overcome by many firms in many parts of the country, the Minister said.

"Several provinces have established committees to co-ordinate the work of the various government departments involved, and to direct governments' participation in industry-centered programs. I have no doubt that organized labour's growing desire to have training provisions written into collective agreements will speed up the process."

Recently, the speaker said, some fundamental questions had been raised about job security (L.G., Jan.-Feb., p. 4). For instance, how far should management go in introducing changes that make for greater economy or efficiency, without negotiating with its employees about them? Further, when workers lost their jobs or were forced to move as a result of such changes, were they entitled to compensation from their employer, and if so, how much?

"No one can seriously argue with the suggestion that in fairness, workers faced with technological changes, particularly those workers with years of good service, must have some sense of job security. On the other hand, is it reasonable that decisions on the use of automated techniques, which might well affect the competitive position and economic stability of a large-scale employer, be the subject of lengthy negotiations?

"Questions such as these," Mr. Nicholson said, "must be subjected to the most careful deliberation by management, organized labour and governments at all levels."

## **50 Years Ago**

*Continued from page 143*

The Minister referred to a conference of leading representatives from all parts of Canada who were especially interested in technical education, that had been held in Toronto during the previous October. This conference had passed a resolution affirming that:

"It is necessary and expedient that financial assistance be rendered by the Dominion to the separate provinces for the service of technical education, as soon as the Government is freed from the pressing problems of the present war."

The Minister went on to propose that the matter should be left in abeyance until the war was over; and after further discussion by him and by other speakers, it was decided that the motion should be withdrawn.

In March, an Order in Council was passed extending the provisions of the Industrial Disputes Investigation Act to disputes between employers and workmen engaged in the manufacture of munitions. The *LABOUR GAZETTE* for April said, "Here and there in Canada, during recent months, strikes of workmen engaged on munitions contracts have occurred on account of alleged grievances and the difficulty of securing adequate inquiry into the same by the usual process of direct and amicable negotiation. It is intended by the extension of the statute to afford opportunity in such cases of full inquiry before a board of conciliation and investigation, thus averting so far as possible the danger of strike or lockout."

### **Labour Shortages**

Commenting on the employment situation, this journal said, "Quiet in building trades due to the continuation of winter weather was offset to some extent by the increased demand for factory operatives, many of the building trades securing employment in this way. Preparations for the opening of navigation also afforded considerable employment to a number of mechanics, and the signing on of crews for lake vessels absorbed some labour. A great scarcity of men for this work was reported.

"From a great many parts of the country a scarcity of farm help was reported, though in a few districts the supply was believed to be sufficient for local needs, with some surplus available for other localities."

# Fourth Quarter Report for 1965

## On Industrial Fatalities in Canada

The Department of Labour had received reports on 285\* industrial fatalities that occurred in Canada during the fourth quarter of 1965. During the previous quarter 380 fatalities were recorded. This is 46 more than the previously published total of 334 (L.G., Jan.-Feb., p. 29). In the fourth quarter of last year, 374 fatalities were recorded—51 more than the preliminary figure of 323 (L.G., Apr. 1965, p. 328).

Industrial fatalities that occurred during the quarter under review were distributed in the age groups as follows (figures for women in parentheses):

Age Group	Fatalities	Workers Employed ('000)
15-19	12 (—)	347 ( 292)
20-24	30 (—)	553 ( 355)
25-44	156 ( 1)	2,263 ( 794)
45-64	75 (—)	1,551 ( 573)
65+	11 (—)	165 ( 46)
TOTAL	284 ( 1)	4,879 (2,060)

In manual workers' occupations comprising more than one-third of the total workers employed, two-thirds of the total fatalities occurred. In the primary industry occupations, comprising over one-tenth of the total workers employed, almost one-quarter of the total fatalities occurred. One-tenth of the fatalities occurred in the white collar and service occupations, comprising over half of the total workers employed.

The largest number of fatalities, 74, occurred in the transportation and other utilities industry. Of the 74 fatalities, 38 were in local and highway transportation; 12 in water transportation; 11 in railway transportation; 7 in miscellane-

ous transportation; and 2 each in air transportation, storage industry and electric power industry.

### In the Construction Industry

Of the 63 fatalities that occurred in the construction industry, 13 were in buildings, 14 in highways, and 36 in other construction.

The 41 fatalities recorded in the manufacturing industry included: 10 in wood products; 7 each in primary metal products and in non-metallic mineral products; 4 each in paper products and metal fabricating products; 3 each in food and beverages products and transportation equipment products; and 1 each in textile products, machinery products and miscellaneous manufacturing products.

In the forestry industry 30 fatalities were recorded.

Of the 25 fatalities that occurred in the mining industry, 13 were in metal mining; 3 in coal mining; and 9 in non-metal mining.

Of the remaining 52 fatalities, 16 were in trade; 11 each in agriculture, service and public administration; and 3 in fishing.

An analysis of the 285 fatalities in the fourth quarter of 1965, shows that 92 (32 per cent) were in the accident-type group of "being struck by different objects." Of these, 12 were the result of being struck by tools, machinery and cranes; 19 were caused by moving vehicles; and 61 were in the category of such objects as falling trees and limbs, and landslides or cave-ins.

Collisions, derailments and wrecks caused 61 (21 per cent) fatalities. Automobiles and trucks were involved in 35 accidents; railway trains and tractors

in 8 each; aircraft in 4; and watercraft and miscellaneous agencies in 3 each.

Of the 58 fatalities (20 per cent) resulting from "falls and slips", all but four were falls from different levels, such as buildings, roofs, trees, scaffolds and bridges, into harbours, rivers, lakes, seas, shafts and excavations.

Thirty fatalities were in the category of being "caught in, on or between." Most of them involved tractors; loadmobiles; machinery; automobiles; trucks, and hoisting or conveying apparatus.

Of the remaining 44 fatalities, 12 were the result of inhalations, contact, absorptions, ingestions and industrial diseases; 11 were caused by conflagrations, temperature extremes and explosions; 7 each were under the heading of miscellaneous accidents or were caused by electric current; 6 were the result of over-exertion; and 1 was in the category of "striking against or stepping on objects."

By province of occurrence, there were 95 fatalities in Ontario, 5 in British Columbia, and 55 in Quebec.

During the quarter, there were 114 fatalities in October, 103 in November and 68 in December.

During the quarter under review there were four multi-fatality accidents that brought death to 17 workmen. Three seamen died as a result of fire aboard the Canadian destroyer Nipigon from Halifax, N.S., on October 18, 1965. On October 27, 1965, four underwater photographers from Toronto, Ont., drowned in Lake Huron. Three construction workers died on November 19, 1965, when three sand hoppers, filled with 300 tons of sand, collapsed and trapped them on a barge at the site of the future Hippolyte Lafontaine bridge-tunnel across the St. Lawrence River, Que. Seven construction workers were killed on December 11, 1965, following the collapse of forms holding 1,600 tons of wet concrete at a combination rail tunnel-road project on the Trans-Canada Highway in western Montreal, Que.

\*See Tables H-1 and H-2 at back of this book.

The fatalities covered in this review are those that involved persons gainfully employed and that occurred during the course of, or arose out of their employment, including deaths resulting from industrial diseases.

Statistics on industrial fatalities are compiled by the Economics and Research Branch from reports received from the provincial Workmen's Compensation Boards, the Board of Transport Commissioners, and certain other official sources. Newspaper reports are used to supplement these. For industries not covered by workmen's compensation legislation, newspaper reports are the Department's only source of information. It is possible, therefore, that coverage in such

industries as agriculture, fishing and trapping, and certain of the service groups, is not as complete as in industries covered by workmen's compensation legislation. Similarly, a small number of traffic accidents that are in fact industrial may be omitted from the Department's records because of lack of information in press reports.

The number of fatalities that occur during the period under review is usually greater than indicated in the article and tables. However, fatalities that were not reported in time for inclusion are recorded in supplementary lists, and the statistics are revised accordingly in the next annual review.



# Further Educational Facilities Recommended After Study

Atkinson College of York University, Toronto, has recently taken steps to deal with the question of continuing education for women. An initial step was the preparation of a study by Sylvia F. Campbell, with the two-fold purpose of producing a written report and building up background material on opportunities being offered to women for such education.

The author reports on an examination of developments in other industrialized countries, especially in the United States, where a comparison of data has shown a tendency for Canadian patterns to follow American experience with a lag of about 15 years. An unprecedented demand for continuing education is thus forecast.

## Continuing Education

The author says that continuing education for women in Canada is not far advanced. It seems to be hampered by traditional outlook and lack of direction. Although there has been a recognition of social change and the changing pattern of women's lives, this does not always reach the individual woman, who is often confused and in need of professional counselling.

Trained women have not been earnestly sought or encouraged. One exception has been a definite drive to improve qualifications of teachers. Incentives, however, are provided for women who already hold teaching certificates, and little attempt is made to attract new entrants. A few opportunities are being created in social work and nursing.

The university loan scheme and Ontario Government scholarships for teachers make full-time study more feasible than formerly, but few mature women are able to study full time. A woman who is not earning sees little justification for drawing on family funds for her own education. Financial aid to the part-time mature student is practically non-existent.

The author states that special programs for women have made their ap-

pearance at various universities. She finds that some show confusion, and lack of confidence in the abilities of prospective women students. Packaged home study courses imported from an American university, and programs in which the students decide the content of the courses, were cited as examples of downgraded university offerings for "housewives."

## Significant Obstacles

A study of the situation in Toronto uncovered a number of significant obstacles:

- Absence of day programs for adults at secondary school level, a hardship for women with family responsibilities not likely to have free time in the evenings.
- University courses for credit with young students only, or night courses—few part-time professional courses in disciplines such as social work or public health nursing.
- Acceptance for postgraduate work restricted to students with high academic standing, able to devote full time to study.
- Non-credit courses on all manner of subjects over-concentrated in the centre of the city, and although usually plentiful, requiring "time, mobility and funds."
- The broadcast media not made full use of.
- No teachers or counsellors specializing in service to adults, and lack of facilities for training such personnel. (If they existed, such facilities would provide teaching opportunities in which maturity would be an asset, as well as offering part-time work for women).
- Lack of adequate child care facilities and other supporting services, such as pre-school centers, school lunches,

after-school and holiday care, visiting homemakers for emergencies, and publicly-operated domestic services.

## Atkinson College—Recommendations

The university should be prepared to meet the demand for continuing education of women. Although there is some experience on which to draw, what is applied should be in the nature of experiment. Immediate creation of a consultative committee to report to the Dean of Atkinson College is suggested—about 10 men and women, to be drawn from university and outside areas, to study needs and plan developments.

Also recommended are: establishment of a centre for academic information and counselling for women, a system of weekly non-credit seminars to maintain study skills and to keep women in touch with their disciplines, an associate scholar plan for independent part-time study (similar to Radcliffe model), arrangement of class hours to coincide with the school hours of children, group sessions on study skills, establishment of a professional school to meet pressing community needs, and training program for professional guidance counsellors.

The college should be alert to the needs of people living beyond the radius of the university, and should provide arrangements through correspondence courses, radio and television courses and perhaps eventually through residential study. Sympathetic consideration should be given to the development of a pre-school centre.

Appended to the report is a statement on the ability of adults to learn, quoted from material published by the Adult Education Association of U.S.A., *Recommendations to the President's Commission on the Status of Women U.S.A. (1963) by its Committee on Education*, and brief notes on interesting developments in other countries.

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By the staff of Women's Bureau, Department of Labour.

## University Training for Disabled Persons Helps Students Attain Occupational Goals

In 1963, the Vocational Rehabilitation of Disabled Persons Agreement between the federal and provincial governments was amended to permit sharing the cost of university education, when such education was necessary to allow a disabled person to attain an occupational goal compatible with his physical capacity and his intellectual ability and ambitions.

Since that time, 228 seriously disabled persons have been assisted in taking university courses. By December 1965, of this number, 35 were employed, one had died, three were undergoing treatment with training suspended, and three had discontinued training for various reasons. Only one had failed in his course. The great majority were still attending university.

### Types of Disabilities

The students under this program suffer from a variety of disabling conditions: residual effects of poliomyelitis, diabetes, arthritis, tuberculosis, congenital abnormalities, results of accidents, epilepsy, mental and emotional disorders, heart and various other internal deficiencies. They include nine quadriplegics, 13 paraplegics, 38 deaf persons, 24 with severe visual impairments, and 18 blind persons.

### Occupational Goals

Their ambitions are as varied as their disabilities. Many come from districts where there is an urgent need for the very skills that, when trained, they will be able to contribute to the country's manpower requirements. The largest number hope to become teachers, but a considerable number are interested in business occupations such as those of accountants, business administrators, and secretaries. Seven are interested in computer programming. Twenty-one are

training for social work, 14 are preparing to enter the engineering field, and five are studying to become psychologists. Six are working toward a career in some aspect of research, such as physics, chemistry, or social science. Fourteen are studying to become lawyers, nine to be librarians, two to be doctors, one to be a nurse, one to be a minister, two to be pharmacists. Five are planning to become therapists—speech, occupational or physiotherapists. Others are preparing to engage in laboratory work, journalism, agricultural science, statistics, dietetics, and home economics.

### Results of Training

Results so far indicate that most of these persons will be successful in their undertaking. Of the 35 who have completed their training, eight are now employed as teachers, six are working in secretarial, clerical or other business occupations, one is a computer programmer, four are librarians, four are working as engineers and six are social workers. A nurse, a designer, a draftsman, a lab worker, a lawyer and a meteorologist are also among those who are employed.

It must be remembered that these persons all suffer from severe disabilities that radically limit the employment opportunities available to them. It is essential, if they are to become workers in our society, that they seek their opportunities in areas where training and skill takes precedence over physical strength and stamina. Although all may not have attained their original goal, the training they have taken has made the difference between employment and unemployment, between dependence and in-

dependence. A few case histories will illustrate this:

A young lady, 24 years of age, who suffers from severe partial paralysis of both legs and the lower part of her body, originally planned to become a statistician, and took an honours course in mathematics. She is now employed as a teacher at a starting salary of \$5,400. She may remain in the teaching profession, but if she still wishes to pursue her original objective, she will be equipped to do so when an opening presents itself.

Another young woman, a paraplegic, undertook training at a university with the hope of becoming a teacher. At the completion of her training, however, she accepted work as a social worker in a Department of Welfare at a starting salary of \$4,200.

A totally deaf young man, who obtained his Master's degree in Business Administration, is now employed as a computer programmer at a salary of \$5,620 per annum.

A young man whose right arm had been amputated near the shoulder, took honours in mathematics and physics. He is now employed as a meteorologist, and is pursuing further studies in this field.

Among other graduates are: a young man who is a quadriplegic confined to a wheel chair, who has become a librarian at a university; a paraplegic who has obtained his degree in law, and is now articulated to a law firm; and a young woman suffering from spina bifida, with a left club foot, and whose right leg has been amputated above the knee, who has obtained the degree of master of social work, and is now employed in her chosen profession.

Such results as these appear to justify the policy of providing university training, when it seems to be the best way to achieve the goal of an independent life.

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By the staff of Civilian Rehabilitation Branch,  
Department of Citizenship and Immigration.



# Canada's First National Conference

## On the Problems of Aging

Employment difficulties of persons in the age groups 45-to-65-years and 65-years-and-over, and the problems of retirement, were the topics of three discussion groups deliberating simultaneously at the first Canadian Conference on Aging held recently in Toronto.

The conference was sponsored by the Canadian Welfare Council, with the co-sponsorship of a number of organizations. Some 550 delegates attended. The chairman was Miss Hope Holmsted of Toronto, and the executive secretary of the executive committee was Miss Marion Murphy of Ottawa.

During the conference, many recommendations were received from the various action planning groups. These will be submitted for consideration to the executive committee of the conference. Those that are adopted will be incorporated in the report of the conference, to be published at a later date.

Speakers noted that older workers have made substantial contributions to the economy of the country. One speaker said that an expanding economy would ease the problem of the employment of older workers; but he gave warning that, at the same time, certain factors would work the other way. Older workers in many cases might be unskilled or of limited education, or might be reluctant to move to new jobs. Obviously these difficulties would have to be overcome in any attempts to provide full employment. In conclusion he said that "...the objective should be to establish an environment where the question of

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**By the staff of Older Worker Division, Civilian Rehabilitation Branch, Department of Citizenship and Immigration.**

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age becomes irrelevant in the labour market."

Another speaker discussed the need for counselling for many older workers to make them aware of useful abilities they might have, and to encourage them to undertake retraining programs, or to consider moving to areas where jobs were available.

The delegates agreed that discrimination against older workers, and their often lower educational attainments, were two of the main difficulties encountered; and that a worker today could not expect to hold the same job for his working life, but would have to be retrained several times because of advances in technology. They agreed that the principle of giving equal consideration to the assessment of all unemployed people, including the aging and the aged should be strengthened.

### **Arbitrary Retirement**

The participants were greatly concerned about the policy of arbitrary retirement at a fixed age, and they recommended that everything should be done to encourage more flexible retirement policies. They agreed on the need for preparation for retirement, and they also agreed that Canada needed education in this area.

Charles Odell, Director, Older and Retired Workers Department, UAW,

Detroit, and his panel of company and union members, described a successful preparation-for-retirement plan in operation at Waterbury, Connecticut.

Prof. Peter Townsend, Department of Sociology, University of Essex, England, the keynote speaker at the conference, had the following to say on the problems of retirement: "More are retiring, and are obliged to retire, early. Yet many of the elderly can expect to live for at least 10 years after retirement. A quarter of all men over the age of 65 in Britain have been retired for at least nine years. Again, more of their children's than of their own generation have had a longer formal education; and, because of shorter working hours and advancing prosperity, have had greater opportunities to take advantage of 'informal' kinds of education in society.

"There are strong forces favouring the early retirement of older people" he continued "and the belief that they are and should be economically dependent. It is argued that the value of their work is minimal, and that their presence in industry obstructs modernization and the achievement of efficiency, because younger people seeking promotion are frustrated at the lack of opportunities. There is a good deal of support, especially among trade unions, for the right to a long period of rest after a lifetime's service.

### **Dislike of Retirement**

"However," he continued, "it could be argued that it is in the interests both of the elderly themselves and of society to

prolong working life and maintain physical and social rhythms. Despite the beliefs of the younger generation, there is evidence from a number of countries that those approaching the normal retirement ages intensely dislike the prospect of changing from full-time work to complete retirement, and large numbers would prefer to continue in some form of employment, including part-time or light work. Men in particular are reluctant to lose the satisfactions and associations that work supplies.

"Although substantial numbers of the retired appear to be content with their status, there are also substantial numbers who are still fairly active and would like to return to some form of employment. In a national study recently in Britain, 49 per cent of the retired men aged 65 to 69, and 29 per cent of retired men aged 70 to 74, said they felt able to do some sort of paid job. Altogether 28 per cent and 16 per cent had little or no incapacity and wanted some form of paid job. They represented a third of a million men in the population. There seems to be a similar huge reserve demand for alternative work among retired men in the United States."

Other discussion groups deliberated on such topics as economic needs and resources, planning and co-ordination, living arrangements, general health, mental health and education and leisure; while interest groups covered the relationship between the generations, the role of the church and synagogue, the vital contribution of the volunteer, homemaker and home help services for the aged, counselling, housing for the aged, organized home care, nursing homes, the community health team and the older patient, geriatric assessment centres and clinics, meal services, rehabilitation and care of the senile, employment of the aged, centres and clubs for old people, pre-retirement preparation, and community involvement of the aged.

### **Canadians Concerned**

The conference arose out of the concern of hundreds of Canadians for the problems of their aged and aging citizens. Its primary purposes were to awaken community awareness of the needs of older people and the contribution they can make, to stimulate social action and research, and to improve co-operation between groups planning for the aged.

The conference consisted of four types of sessions: plenary sessions, discussion groups, interest groups and action planning groups. The plenary sessions, each highlighted by an address

from an eminent authority, gave the philosophy and the general views of the conference.

The discussion groups were designed to acquaint delegates with the range and complexity of problems facing our society in the field of aging. Members were drawn from many disciplines, and their discussions were intended to change attitudes, and to broaden and deepen understanding of the processes of aging in the individual, and the impact of these changes on society.

Interest groups were intended to provide detailed information about specific and limited subjects. The action planning groups provided delegates with an opportunity to prepare themselves for action back home. The conference therefore provided sessions that aimed not only at deepening the understanding of the problems of the aged, but also at concrete action directed toward solving these problems.

### **Topics and Speakers**

Plenary sessions included the following topics and speakers: "The Changing Role of the Older Person in Our Society," Prof. Townsend; "Aging in the Individual," Dr. François Bourlière, Director of the Centre de Gérontologie Claude Bernard, and Professor of Gerontology, University of Paris; "Aging in a Modern Society," Miss Ollie Randall, vice-president and program chairman, National Council on Aging, New York; "Research in the Field of Aging," Dr. Lawrence Crawford, consultant, Ontario Legislative Assembly Select Committee on Aging; "Future Policy for Old Age," Rev. André-M. Guillemette, Director, Institute of Gerontology, University of Montreal; "Unusual and Imaginative Services," Miss Lola Wilson, consultant on aging, Department of National Health and Welfare; and "The Significance of the Conference for Canada," Reuben C. Baetz, Executive Director, Canadian Welfare Council.

### **Prof. Peter Townsend**

Prof. Townsend traced the background of social studies, pointing out that prior to World War II, few studies had been carried out by social scientists, although in the first 40 years of this century, the number of persons aged 65 and over in Britain had increased from two to five million. In the last 20 years there had been numerous studies, arousing wide public interest.

He discussed what he called the basic problem of the day. "Should old people," he asked, "be integrated into society or segregated from it? Would they prefer to work and be treated like every-

one else in society, irrespective of age; or would they prefer the retired status of a section of the population that is gently removed from the mainstreams and cross-currents of ordinary life, even to the extent of living independently of their families in retirement 'communities' such as caravan camps, groups of seaside bungalows, or country flatlets and residential institutions? The answer to this question could make a big difference to the way governments interpret the needs of old people, or go about meeting them."

He went on to discuss two important social changes in the structure of the population and in occupational status. In Canada, the numbers of persons aged 65 and over are expected to double from 1½ millions to 3 millions by the end of the 1980s. Increase in life expectancy and a trend to earlier marriage has resulted in a four-generation social structure in most industrial societies.

### **Dr. François Bourlière**

Dr. Bourlière, with the aid of graphs, showed that certain symptoms of aging were apparent at as early an age as 15 years for females, and 20 years for males—e.g., changes in cardiac output and lung capacity. The speed of decline in the aging process depended on the use made of abilities earlier in life, he explained. Abilities that were used would continue to indicate a higher level of competence to a later age than those that were neglected.

The speaker said that "... in a given species, aging is not uniform but differential. Not only do the different functions and abilities not withstand the test of time in the same way, but a single function or ability may age at unequal speed in two different individuals. In other words, in a given population some subjects are 'ahead' of the average aging timetable for the function under consideration, and others are 'behind'.

"Depending on condition, job, kind and duration of schooling, diet and intercurrent ailments, the speed of decline of our functions and abilities may be considerably modified. The non-use or misuse we make of some of them during our earlier life has serious repercussions on their later development. Unlike man-made machines that wear out more quickly the more they are used, our brain and muscles, for example, seem to age more slowly the better use we make of them during youth and maturity.

"There is no need to labour the practical implications of these facts: the fate of our old age is decided between the ages of 2 and 50. However, it is during



this period of our life that it will be necessary to compensate, by appropriate health measures, for the functional disharmony which modern life imposes on us; to find the indispensable balance between muscle and brain, between the inevitable occupational specialization and the necessary general culture.

"The gerontologist does not have the power to suspend, and still less to turn back, the march of time. But failing a 'rejuvenescence' which is impossible at present, he must employ every possible means to retard as much as possible the 'wear and tear' on our organism, to avoid premature aging of the organs which are particularly sensitive to the stress of life, and to enable an ever increasing number of persons to reach the greatest possible age in the best physical and mental condition."

#### Miss Ollie Randall

Miss Randall said that two kinds of adjustment faced the elderly person today: keeping up with the rapid changes in society, and adapting to the basic attitude of the public. Planning for elderly persons so far has considered only those who retired some years ago, before pension benefits were widespread; but earlier retirements have now resulted in younger "retirees" who are better prepared mentally and financially.

#### Rev. André-M. Guillemette

Rev. Fr. Guillemette maintained that, before intelligent courses of action could be undertaken to solve the problems posed by ever-growing numbers of elderly people, present views must be analyzed and clearly grasped. He went on to outline the thinking on some of the phases of aging.

"Sociologists in the year 2000 studying this age may perhaps see the downgrading of the elderly as one of the characteristic features of our culture. It is certain that if we compare ourselves with Asia or with earlier periods of our history, old age has been stripped of its glory, its traditional role and its functions. Our attitudes have been completely changed by such factors as retirement, by accelerated developments in science and technology that render earlier experience and knowledge almost useless, and by the organization of conjugal society into a tightly-knit unit.

"As the elderly person loses his dignity as a producer, he also loses some of his consumer resources. In our mercantile society, and with the development of our consumption-oriented civilization, the elderly person, who is already discredited as an inactive member of socie-

ty, is further discredited as a poor consumer; while other inactive members of society such as women, children and young people are very big consumers, and many areas of production adjust so as to cater to their demand. The tastes of women, children and young persons are indulged and stimulated by advertising, and their pictures appear everywhere on our billboards and in our magazines; but the elderly person is neither a good customer nor a good advertising medium' (Michel Philibert, *Esprit*, May 1963).

"Young people do not realize it, but as their chances of reaching old age are constantly increasing in our society, they are downgrading themselves in advance. This is why measures designed to remedy the particularly distressing aspects of old age, the sum total of which could be defined as a policy for old age, are of concern to all. If through a policy and an attitude which belittles the elderly, we are depreciating in advance the youth which will some day grow old, our whole society will suffer as a result. It is therefore in the interest of younger people, and it is their responsibility, to promote policies that will restore to old age and maturity their rightful place."

The speaker went on to raise the question, "Whose responsibility is it to correct our thinking concerning the elderly? In many quarters the instinctive reply is: the Government's. I think this answer is quite inadequate, not to say completely wrong. It is the duty and responsibility of all of you, and of every Canadian citizen, to correct the thinking of society. The elderly themselves must be convinced that they have a part to play in our community; a role, if you will, that is adapted to their physical and mental capacity, but one that is nevertheless real."

Rev. Fr. Guillemette asserted the principle that "the policy for old age should start from the premise that our elderly people are first-class citizens, and we should make sure that they have the ability and opportunity to participate fully, to the limit of their capacities, in the life of the country."

The speaker made a number of suggestions for action. "From all these research works it is clear that, in whatever action we take to provide a minimum satisfaction of the needs of the elderly, we must give a prominent place to the following points:

- a degree of material security that will be procured by adequate economic means;
- the health care required not only for rehabilitation and treatment, but also for prevention;

- decent housing adapted to the physical capacities of the elderly, and proportionate in cost to their income;
- a degree of permanence and continuation in the social institutions and organization with which they are familiar;
- ability to engage in leisure activities are a means of achieving integration in a social group.

Rev. Fr. Guillemette had some further comments to make about the position of old people with regard to employment. "We proclaim the right of everyone to work, and we make this right an essential condition of social status, happiness and the right to live. Yet we drive old people into a life of idleness, and deny them, more and more after a certain age, the right to work, even those who would like to do so and could continue working efficiently.

"This is done, no doubt, in a spirit of benevolence, and out of a feeling of respect; but is it intelligent benevolence? It seems to me that this policy, which is sentimentally accepted and promoted, is inimical to the happiness, status and dignity of the elderly person, and economists are beginning to think that the policy of universal compulsory retirement is an economic heresy. As one writer put it, 'We have created for the aged the duty of doing nothing'.

"It is essential that we make our system of compulsory retirement at 65 more flexible in the interest of the elderly, but also in the interest of our economy and our business world, so that those who are able and willing to go on working may be able to do so. To this end, our influence should be exerted on government and business to courageously and intelligently seek solutions to this rigid, and too often inhumane, attitude."

#### Reuben C. Baetz

Mr. Baetz spoke at the closing luncheon of the conference. He said that, in spite of all the talk about the "golden years," it is a hard fact that old age is not welcome.

He went on to say, in summing up the results of the conference, that while the trend had been toward segregation and special housing for the aged, we are only now beginning to develop programs that help to keep old people in their own homes. It is a fallacy to lump all persons aged 65 and over into one group. We have been forced to change our concepts of the age groups and capacities of our older generations. We start aging the day we are born, but the real problems of old age begin at least in middle life.

# Joint Consultation on the Increase

Discussion of joint problems by labour and management  
broadening throughout Canadian industry

When labour-management co-operation committees were first formed more than 22 years ago, they were basically involved in production problems to speed essential materials and products to the war zones. They discussed job safety, housekeeping and waste prevention as they affected production.

Today all that is changed. These topics are still discussed, but both the philosophies and the actions of these committees have broadened and matured so that joint consultation committees discuss any and all topics which could mutually affect both the employer and the employee. Job training, retraining, evaluation, mobility, security, technological changes, grievances, production methods and upgrading are only a few of the areas where labour and management are working together to find solutions equitable to both sides.

Reprinted below are excerpts from reports made by the Labour-Management Co-operation Service field representatives, and from committee minutes sent to the LMCS office in Ottawa.

The file numbers have been removed and the names changed to protect the identities of these committees but, other than that, there are no changes in either content or grammar. The excerpts are just a few from the LMCS files between August and December 1965.

Does labour-management co-operation really work? Are these all-important topics of today being discussed? Read for yourself.

"The major achievement of this LMC is that they have been able to settle their problems through discussion and have not had a major grievance for a number of years."

"The committee discussed an apprenticeship program and the operating schedule."

"They have just completed a large extension to their factory and are in the process of moving equipment and having

new equipment installed. LMC meetings have eliminated rumours to a large extent by keeping the employees informed on the company plans."

"I was surprised to learn that two of the items being negotiated were referred to the LMC before discussion, and apparently both the union and management have agreed to accept the recommendations of the committee."

"It was suggested that the LMC discuss the current building program. This will be done using a general guide. Facilities peculiar to all departments will be itemized such as: employees' locker rooms, lounge facilities, cafeteria etc., and will be discussed. It would be appreciated if members of the staff would pass their suggestions to their representatives."

"Mr. Jones informed me that the company was about to enter a training-in-industry program of its own. I have advised him to contact Ross Ford, director of the TVT Branch, Ottawa, in the event they might be helpful to them in some aspects of their training program."

"A few months ago they renewed their working agreement with very important benefits for the employees, and that was done in a harmonious way being the result of good relations due to the joint consultation program."

"The committee met today and resolved a grievance on vacation pay and later discussed plant maintenance and good housekeeping."

"... they discussed a disciplinary grievance and a change of method in the loading of transports."

"At their meeting last month they discussed training courses for the plumbers and contractors who are in the service field."

"Mr. Smith informed me that the committee meets regularly, and at their meeting last week they discussed training of new operators."

"Plant manager Smith told me that a Cut-Waste program that this committee had started after our last visit had been quite successful, especially in the initial stages. Waste had actually been reduced by 25 per cent and they anticipated further savings as the campaign progressed. LMC discussions now centre around the use of the company's idea plan, supervisory and employee development."

"Mr. Smith advised me that the committee meets regularly, and last month they discussed a grievance re incentive rates and also two suggested changes in production."

"Topics covered are manpower requirements, job opportunities, safety, and job specifications, to mention a few."

"Topics discussed are care of equipment, suggestions, company plans, better methods and a number of other related subjects."

"Topics suggested on the LMC meeting agenda are: 1) Training and education for electrical employees, and 2) suggestions for improving department operations—open discussions on procedures, etc."

"Apparently the company has included additional production and operational items on the agendas which has created a new interest and the unionists look forward to the meetings."

"Mr. Jones, who is close to the plant operational problems, claims their mechanics contribute many valuable ideas during the LMC sessions, and blueprints, sketches, etc., are usually presented when the meetings are convened."



## Certification and Other Proceedings

### Before Canada Labour Relations Board

During the month of January, the Canada Labour Relations Board met for three days. It granted six applications for certification, rejected two such applications and ordered one representation vote. During the month, the Board received twelve applications for certification and allowed the withdrawal of one application. The Board also received five requests under Section 61(2) of the Act for the review of earlier decisions, and one application for revocation of certification.

#### Applications for Certification Granted

1. International Longshoremen's Association, Local 1926, on behalf of a unit of shed employees of Eastern Canada Stevedoring (1963) Limited, Montreal, Que. (L.G., Nov., 1965, p. 1075). (Reasons for Judgment issued).

2. International Longshoremen's Association, Local 925, on behalf of a unit of shed employees of Brown & Ryan Limited, Montreal, Que. (L.G., Nov., 1965, p. 1075) (Reasons for Judgment issued).

3. Amalgamated Transit Union, Division 1374 on behalf of a unit of employees of Canadian Coachways Limited, Edmonton, Alta. (L.G., Dec., 1965, p. 1199). The Association of Employees of Canadian Coachways had intervened.

4. General Drivers, Warehousemen and Helpers, Local 979 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of Norton Motor Lines Ltd., Stoney Creek, Ont. (L.G., Jan.-Feb., p. 34).

5. National Association of Broadcast Employees and Technicians, on behalf of a unit of employees in the production and technical departments of

Transcanada Communications Limited (CKCK-TV), Regina, Sask. (L.G., Jan.-Feb., p. 34).

6. Canadian Merchant Service Guild, on behalf of marine engineers employed on vessels owned and/or operated by Island Tug & Barge Limited, Victoria, B.C. (L.G., Jan.-Feb., p. 34).

#### Applications for Certification Rejected

1. Association of Employees of C.J.P.M. Inc., F.C.A.I., applicant, C.J.P.M. Television—6, Chicoutimi, Que., respondent, and National Association of Broadcast Employees and Technicians, intervener (L.G., Jan.-Feb., p. 34) (see also Representation Vote Ordered, below). The application was rejected for the reason that, on the date of the application, the applicant did not have any members in good standing in accordance with the requirements of the Act and the Board's Rules of Procedure.

2. Le Syndicat General du Cinema et de la Television (CSN), applicant, Canadian Broadcasting Corporation, respondent, (Quebec Division) le Syndicat Canadian de la Television (Canadian Television Union) intervener, Association of Radio and Television Employees of Canada, intervener, International Alliance of Theatrical Stage Employees and Moving Picture Machine Operators of the United States and Canada, intervener, and National Association of Broadcast Employees and Technicians, intervener (L.G., Jan.-Feb., p. 34) (Reasons for Judgment issued).

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This section covers proceedings under the Industrial Relations and Disputes Investigation Act, involving the administrative services of the Minister of Labour, the Canada Labour Relations Board, and the Industrial Relations Branch of the Department.

#### Representation Vote Ordered

National Association of Broadcast Employees and Technicians, applicant, and C.J.P.M. TV Inc., Chicoutimi, Que., respondent (L.G., Jan.-Feb., p. 34) (see, also Item 1, Applications for Certification Rejected, above) Returning Officer: R. L. Fournier).

#### Applications for Certification Received

1. International Association of Machinists and Aerospace Workers, on behalf of a unit of marine engineers employed by Quebec North Shore and Labrador Railway Company, Sept Isles, Que., (Investigating Officer: R. L. Fournier).

2. Drivers, Warehousemen and Helpers Union, Local 106 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of Inter-City Transport Limitée, Trois-Rivières, Que. (Investigating Officer: R. L. Fournier).

3. Canadian Merchant Service Guild, on behalf of a unit of marine engineers employed by the Gulf of Georgia Towing Co., Ltd., Vancouver, B.C. (Investigating Officer: J. D. Meredith).

4. Canadian Merchant Service Guild, on behalf of a unit of marine engineers employed by Swiftsure Towing Company Ltd., New Westminster, B.C. (Investigating Officer: J. D. Meredith).

5. Canadian Merchant Service Guild, on behalf of a unit of marine engineers employed by the British Yukon Navigation Company Limited, Vancouver, B.C. (Investigating Officer: J. D. Meredith).

6. Canadian Merchant Service Guild, on behalf of a unit of marine engineers employed by Canadian Pacific Railway Company (B.C. Coast Steamship Ser-

vice), Vancouver, B.C. (Investigating Officer: J. D. Meredith).

7. Canadian Merchant Service Guild on behalf of a unit of marine engineers employed by Westward Shipping Limited, Vancouver, B.C. (Investigating Officer: J. D. Meredith).

8. Canadian Merchant Service Guild on behalf of a unit of marine engineers employed by the Northland Navigation Co. Ltd., Vancouver, B.C. (Investigating Officer: J. D. Meredith).

9. Canadian Merchant Service Guild on behalf of a unit of marine engineers employed aboard the M.V. *Tyee Shell* by Shell Canadian Tankers (1964) Limited, Vancouver, B.C. (Investigating Officer: J. D. Meredith).

10. Transport Drivers, Warehousemen and Helpers Union, Local 879, and General Truck Drivers Union, Local 938 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of Overnite Express Limited, Hull, Que. (Investigating Officers: J. Heil and A. F. Tulloch.)

11. General Truck Drivers and Helpers Union, Local 31 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America on behalf of a unit of drivers and warehousemen employed by P M P Express Lines, Vancouver, B.C., (Investigating Officer: J. D. Meredith).

12. Amalgamated Transit Union, Division 1374, on behalf of a unit of drivers, garage and depot employees of Brewster Transport Company Limited, Banff, Alta. (Investigating Officer: J. D. Meredith).

**Application for Certification Withdrawn**

Amalgamated Transit Union, Division 1374, applicant, Brewster-Rocky Mountain-Gray Line Ltd., Banff, Alta. (now Brewster Transport Company Limited), respondent (L. G., March p. 101). (New application received, see above).

**Requests For Review Under Section 61(2)**

1. Canadian Marine Officers Union, petitioner, Porter Shipping Limited, Toronto, Ont., respondent, and the National Association of Marine Engineers of Canada, intervener (marine engineers) (L. G., Jan.-Feb., p. 33).

2. Canadian Marine Officers Union, petitioner, and Quebec Cartier Mining Co., Port Cartier, Que., respondent (marine engineers) (L. G., Jan.-Feb., p. 33).

3. Canadian Marine Officers Union, petitioner, Quebec North Shore and Labrador Railway Co., Sept Iles, Que., respondent, and International Association of Machinists and Aerospace Workers, intervener (marine engineers) (L.G., Jan.-Feb., p. 33).

4. Canadian Marine Officers Union, petitioner, and Midlake Steamship Limited, Chatham, Ont., respondent (licensed engineers) (L.G., Jan.-Feb., p. 33).

5. Canadian Marine Officers Union, petitioner, and Carryore Limited, Montreal, Que., respondent (marine engineers) (L.G., Jan.-Feb., p. 33).

Each of the five requests was for reconsideration by the Board of its rejection on November 18, 1965, of applications for certification made by the petitioner on behalf of marine engineers

employed on vessels owned and/or operated by the respective companies. Each application had been rejected as not having been made to the Board in accordance with the provisions of Section 47 of the Act. (L.G., Jan.-Feb., p. 33).

**Application for Revocation Received**

Central Mortgage and Housing Corporation, applicant, and District 50, United Mine Workers of America, Local 13946, respondent. The application was for the revocation of the Board's order of December 20, 1963, certifying the respondent union as bargaining agent for a unit of employees of the applicant at its Domaine Estria and Pavillon Mercier projects in Montreal. (L.G., 1964, p. 127).

**By the staff of Industrial Relations Branch,  
Department of Labour.**

**Scope and Administration of Industrial Relations and Disputes Investigation Act**

Conciliation services under the Industrial Relations and Disputes Investigation Act are provided by the Minister of Labour through the Industrial Relations Branch. The branch also acts as the administrative arm of the Canada Labour Relations Board in matters under the Act involving the board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certificates given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for controlling applications for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to the

Wartime Labour Relations Board to administer provisions concerning the certification of bargaining agents; the writing of provisions—for incorporation into collective agreements—that fix a procedure for the final settlement of disputes concerning the meaning or violation of such agreements; and the investigation of complaints referred to it by the minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported here under two headings: (1) Certification and other Proceedings before the Canada Labour Relations Board and (2) Conciliation and other Proceedings before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax and St. John's, Newfoundland. The territory of four officers resident in Vancouver comprises British Columbia, Alberta and the Yukon and Northwest Territories; two officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and Northwestern Ontario; four officers resident in Toronto confine their activities to Ontario; five officers in Montreal are assigned to the province of Quebec, and a total of three officers resident in Fredericton, Halifax and St. John's represent the Department in the Maritime Provinces and Newfoundland. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.



# Conciliation and Other Proceedings

## Before the Minister of Labour

During January, the Minister of Labour appointed conciliation officers to deal with the following disputes:

1. Gill Interprovincial Lines Limited, Burnaby, B.C., and Local 31 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: D. S. Tysoe).

2. National Harbours Board, Port of Vancouver (security and non-security employees) and Vancouver Harbour Employees' Association, Local 517, International Longshoremen's and Warehousemen's Union (Conciliation Officer: D. S. Tysoe).

3. Soo-Security Motorways Limited, Winnipeg, and Local 979 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: J. S. Gunn).

4. Hubert Transport Inc., Ste-Thérèse, Que., and Local 106 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: C. E. Poirier).

5. The Shawinigan Falls Terminal Railway Co., Shawinigan, P.Q., and Brotherhood of Locomotive Engineers (Conciliation Officer: C. E. Poirier).

6. Marine Industries Limited; McNamara Marine Limited; The J. P. Porter Company Limited; the J. P. Porter Company Limited (Atlantic Provinces) and Canadian Dredge & Dock Co. Limited, and Seafarers' International Union of Canada (Conciliation Officer: C. E. Poirier).

7. Canadian Broadcasting Corporation, and National Association of Broadcast Employees and Technicians (Conciliation Officer: J. S. Gunn).

8. St. Johns (Iberville) Transport Company Limited, Toronto, and Local 938 of the International Brotherhood of

Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: T. B. McRae).

9. Air Canada, Montreal, and Trans-Canada Air Lines Sales Employees' Association (Conciliation Officer: C. E. Poirier).

10. The Shawinigan Falls Terminal Railway Co., Shawinigan, P.Q., and Brotherhood of Railroad Trainmen (Conciliation Officer: C. E. Poirier).

11. Frederick Transport Limited, Chatham, Ont., and Local 880 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: T. B. McRae).

### Settlements by Conciliation Officers

1. Houle Express Limitee, St-Remi de Napierville, Que., and Local 106 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: R. L. Fournier) (L.G., March, p. 102).

2. Parent Cartage, Windsor, Ont., and Local 880 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: Sydney Emmer-son) (L.G., March, p. 102).

3. Central Mortgage and Housing Corporation (The Cloverdale Park Apartments Project, Pierrefonds, P.Q.) and Local 13946, District 50, United Mine Workers of America (Conciliation Officer: R. L. Fournier) (L.G., March, p. 102).

4. E.M.I.-Cossor Electronics Ltd., St. John's, Nfld., and National Association of Broadcast Employees and Technicians (Conciliation Officer: W. J. Gillies) (L.G., Jan.-Feb., p. 35).

### Conciliation Boards Appointed

1. Canadian Arsenals Limited (Small Arms Division) Long Branch, Ont., and

United Steelworkers of America (L.G., March, p. 102).

2. The Hamilton Harbour Commissioners, and Canadian Union of Public Employees (maintenance and harbour employees) (L.G., March, p. 102).

### Board Report Received

Denison Mines Limited, Elliot Lake, Ont., and United Steelworkers of America (L.G., Jan.-Feb., p. 35). The terms of settlement were subsequently ratified by both parties. The report is available in a LABOUR GAZETTE supplement.

### Strike Settled by Conciliation Officer

Hull City Transport Limited and Hull Metropolitan Transport Limited, and Local 591, Amalgamated Association of Street, Electric Railway and Motor Coach Employees of America (L.G., March, p. 103). A stoppage of work commenced on December 17 and the employees returned to work on January 3.

### Strike-Lockout After Board Procedure

Motor Transport Industrial Relations Bureau of Ontario (Inc.) (certain member companies coming within federal jurisdiction) and Locals 879, 880, 938, 141 and 91 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (freight agreement). A stoppage of work occurred on January 20.

### Disputes in which Boards not Appointed

Canadian Transit Company, Windsor, Ont., and Local 880 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (L.G., March, p. 102).

Atomic Energy of Canada Limited, Pinawa, Man., and Local 938 of the Canadian Union of Public Employees (L.G., Nov. 1965, p. 1079).

# Legal Decisions Affecting Labour

## Manitoba Court of Appeal rules a trade union a legal entity under the Manitoba Labour Relations Act and at common law

On August 30, 1965, the Manitoba Court of Appeal dismissed an appeal from the order of Mr. Justice Wilson of the Manitoba Queen's Bench, who, on July 27, 1965, ordered to continue until trial an injunction restraining a strike that was opposed by a majority of employees in a strike vote, and who enjoined peaceful picketing accompanying this illegal strike (L.G., Mar. 1966, p. 104). Further, the Court of Appeal held that a trade union was a legal entity and was liable for a breach of the provisions of the Manitoba Labour Relations Act, or at common law.

The judgment of the Court of Appeal was delivered by Mr. Justice Monnin, who was in agreement with the reasons and findings of Mr. Justice Wilson to continue the *interim* injunction on strike and picketing until trial or other disposition of the action.

Mr. Justice Monnin considered the union's argument that the union was not a legal entity and, therefore, was not properly before the Court.

On this aspect, the Court had been referred to Section 46A (added 1962, ch. 35, sec. 15) of the Manitoba Labour Relations Act, RSM, 1954, ch. 132; *Re Walteson and Laundry & Dry Cleaning Workers Union and New Method Launderers Ltd.* (L.G. July 1954, p. 1020; May 1955, p. 565); *Int. Brotherhood of Teamsters V. Therien* (L.G. March 1960, p. 276); *Dusessoy's Supermarkets St. James Ltd. v. Retail Clerks Union, Local 832* (L.G. August 1961, p. 818); *Re Bakery and Confectionery Workers Int. Union of Amer. Local 389, Winnipeg, and Brothers Bakery Ltd.* (L.G., Aug. 1962, p. 955).

Mr. Justice Monnin held that the Manitoba Labour Relations Act was similar in effect, if not in wording, to the British Columbia Act (the Labour Relations Act, RSBC, 1960, ch. 205), and, for the purpose of the case at bar, was *in pari materia*. In his view, the matter

By the staff of Legislation Branch, Department of Labour.

of whether a trade union was or was not a legal entity had been settled by the decision of the Supreme Court of Canada in *Int. Brotherhood of Teamsters v. Therien*, *supra*, and by Section 46A of the Labour Relations Act.\* The Court of Appeal accepted the statement of Mr. Justice Locke in the *Therien* case, concurred in by the other members of the Court, when he said:

## Ontario High Court Enjoins Secondary Picketing

On July 15, 1965, Mr. Justice Stewart of the Ontario High Court ruled that peaceful picketing of the premises of an employer, where there was no direct dispute between him and the picketers or between him and his employees, was *per se* unlawful. Further, he held that such secondary picketing could not be justified merely because the picketers were engaged in a legal strike against another employer who had business relations with the employer that was picketed.

From the findings of fact as related by Mr. Justice Stewart in his judgment, it would appear that a union was engaged in a legal strike against the Toronto Telegram. In the course of the strike, the union picketed Heather Hill Appliances Limited, which Company had business relations with the Toronto Telegram. There was no trade dispute between the picketers and the Heather Hill Appliances Limited.

In applying for an injunction against picketing, Heather Hill Appliances Ltd. claimed that the presence of picketers was causing irreparable harm to the

In my opinion, the appellant is a legal entity which may be made liable in name for damages either for breach of a provision of the Labour Relations Act or under the common law.

The Court of Appeal confirmed the injunction order and dismissed the appeal. *Contractors Equipment & Supply (1965) Ltd. v. Building Material Drivers, Warehousemen and Helpers Local 914* (1965), 53 WWR, Part 11, p. 702.

plaintiff's business. The plaintiff claimed that the public would refuse to deal with the company when pickets were seen in front of the premises and the company would have difficulty in securing tradesmen to cross the picket line. Further, the plaintiff company claimed that members of the public seeing the picketers were likely to assume that the company was engaged in a dispute of some kind with a trade union or in a dispute with a customer, and this factor was extremely detrimental to the business carried on by the plaintiff.

Mr. Justice Stewart found that there was no trespass upon the company's premises; that there had been no violence or threats of violence; and there had been no attempt to cause a breach of any specific contract between the company or anyone else.

## History of Picketing

Reviewing the history of picketing, Mr. Justice Stewart noted that the practice of picketing started a long time ago, when a group of workers, justifiably unhappy with their lot, turned themselves into sandwich-men and (duly placarded) publicly announced their grievances by walking up and down the street in front of the premises where they worked. This

\* Subsection (3) stated:

"For the purposes of suing or being sued as permitted under this Act, employers' organizations and trade unions are legal entities capable of suing or being sued."



practice proved effective and fulfilled its purpose, that is, to supply and obtain information and to air grievances. At first, the Courts held such practice to be wrong; later, however, the right to picket was in due course accepted and it is now firmly entrenched in the common law. In Canada, this right has been embodied in the Criminal Code, 1953-54 (Can.), c. 51, s. 366(2):

S. 366(2) A person who attends at or near or approaches a dwelling house or place, for the purpose only of obtaining or communicating information, does not watch or beset within the meaning of this section.

As time went on, Mr. Justice Stewart continued, the essential nature of picketing changed. Information is now given through the public prints and received through negotiations. The picket line has become the sign and symbol of trade union solidarity and gradually became a barrier—intangible but none the less real. At present, it is a matter of faith and morals and an obligation of conscience not to breach the picket line and this is obeyed, not only by fellow employees of picketers, but by all others who belong to other trade unions which may have no quarrel at all with the employer who is picketed. This situation is accepted in a trade dispute between employer and employee when the strike is legal and the appropriate legislation complied with. But what about

“secondary picketing”? That is, the watching and besetting of a place occupied by a person or company having no dispute with the picketers or its employees.

Further, Mr. Justice Stewart added:

Since the motives, practices and results of and from picketing have changed, the law must view the problems arising from a different tangent and it is the genius of the common law, as has been said so truly and so often, that it can and must answer the needs and supply the remedies necessitated by changing conditions. We are therefore faced with a problem more of policy than of law, and hence one which can only be settled ultimately by the Supreme Court of Canada to whose attention I trust this matter will shortly come.

### Secondary Picketing Unlawful

Considering the situation at bar, Mr. Justice Stewart stated that, had the picketers been engaged in a legal strike against Heather Hill Appliances Limited, their behaviour in picketing would have been lawful. However, the case of *Hersees of Woodstock Ltd. v. Goldstein* (L. G. Sept. 1963, p. 815) held secondary picketing to be unlawful *per se* and quoted with approval the following passage from the judgment of Mr. Justice McLennan in *Smith Bros. Construction Co. v. Jones et al.* (L. G. June 1955, p. 678):

There was no evidence that the pickets did anything else than walk up and down at the site of the construction jobs, carrying the signs. There was no evidence of any violence or disturbance or persuasion of any kind other than the mere fact of their presence with the signs, and it was not suggested there was any libel. However, in my opinion, if the development of the Trade Union movement has reached the point where workers will not cross a picket-line to go to work, that is just as effective an interference with contractual relations as any other form of restraint might be. Loyalty to the rule that I have mentioned having been developed, the rule should not be abused for a wrongful purpose and where there is no justification.

### Picketing Restrained

Mr. Justice Stewart issued an injunction prohibiting the secondary picketing of the premises of Heather Hill Appliances Ltd. *Heather Hill Appliances Ltd. et al. v. McCormack et al.* (1965) 52 D.L.R. (2d) Part 4, p. 292; CCH, Canadian Labour Law Reporter, para. 14, 083.

*Note:* An appeal to the Court of Appeal was dismissed on October 20, 1965. On November 1, 1965, on application to the Court of Appeal, leave to appeal the Supreme Court of Canada was granted.

## Recent Regulations under Provincial Legislation

### Amendment to order of Alberta Board of Industrial Relations concerning inter-city bus drivers Workmen's Compensation Board issues new ventilating safety regulations

An amendment to the order of the Alberta Board of Industrial Relations relating to the trucking industry brought inter-city bus drivers within the scope of the order. The order permits an exception from the eight- and 44-hour general standard in the province for both truck and bus drivers.

New safety regulations requiring improved means of ventilation to remove atmospheric contaminants were issued by the Alberta Workmen's Compensation Board.

#### Alberta Labour Act

An amendment to the hours of work and minimum wage order for the truck-

ing industry extended coverage to bus drivers, other than those working solely within the corporate boundaries of any city.

The result is that these bus drivers may now work up to 10 hours in a day and 50 hours in a week at straight-time rates, provided that working hours are confined within a 12-hour period immediately following commencement of work. They must be paid time and one-half their regular rate for time worked in excess of these limits.

As in the case of truck drivers, the Board of Industrial Relations may approve plans providing for different hours and days of work for bus drivers, or for

the payment of wages on a mileage basis, or some other basis or both.

The amending order was gazetted as Alta. Reg. 612/65 on December 31 and went into force on date of publication.

#### Workmen's Compensation Act

The Alberta Workmen's Compensation Board has issued new safety regulations governing ventilation and the control of atmospheric contaminants. Gazetted as Alta. Reg. 601/65 on December 15, the new regulations replace general regulations respecting dust control and the special safety regulations for automobile repair shops and garages.

The new regulations apply to all industries under the Workmen's Compensation Act.

Every employer must provide and maintain adequate means of ventilation for the removal of gases, vapours, mists, fumes, smoke or dust harmful to workmen. It is the responsibility of every workman to use the ventilation equipment provided for his protection.

#### General Requirements

An employer whose operations produce or disseminate hazardous gases or other harmful substances must install a ventilation system capable of maintaining the concentration of contaminants in the atmosphere of work areas below both the threshold limit values established by The American Conference of Governmental Industrial Hygienists and the lower flammable limits.

If contamination can be controlled at its source, a local ventilation system must be provided. If this is impractical, a general ventilation system must be installed. If contamination arises from a variety of sources, not all of which can be controlled by a local ventilation system, the employer must install both a general and a local ventilation system.

Every ventilation system must be designed to exhaust contaminated air away from the work areas, and to prevent re-entry of exhausted air. Also, it must be so designed that exhausted air does not contaminate another working area.

Among other operating rules, the regulations stipulate that the ventilation system must remain in operation until all suspended contaminants are removed from the atmosphere in the work area. Concentrations of inert dust must not exceed the threshold limit values established by The American Conference of Governmental Industrial Hygienists. Nothing must be piled or stored immediately in front of ventilation openings.

#### Spray Painting

The air in a paint spray room itself, as well as the air inside an enclosed unit, the interior of which is being spray painted, must be exhausted and replaced at the rate of at least 50 linear feet of air per minute for the full cross-sectional area.

Using toxic or flammable gases as propellants for spray painting is forbidden. Paint booths must be equipped with ventilation fans capable of exhausting all fumes and over-spray.

#### Welding

If an exhaust system is required for the removal of smoke or fumes created

by welding processes, it must be installed as a separate system.

#### Abrasive Blasting

Abrasive blasting operations carried on indoors must be conducted, where practicable, in a separate enclosure; and the operators must wear hoods supplied with fresh air in sufficient volume to keep out contaminants. The pressure of the air supplied must not exceed 20 pounds per square inch.

#### Garages and Vehicle Repair Shops

As before, provision must be made to change the air in garages and repair shops at least three times per hour.

#### Quarrying Operations

Workmen must be protected from dust in gravel crushing, quarrying and sand pit operations by

- pressurized fresh air booths
- wearing approved respirators
- wetting down the materials
- a local ventilation system or
- a combination of two or more of the above devices.

### Manpower Training

*Continued from page 152*

time, there were labour shortages in certain occupations in various parts of the country, and these shortages might become critical this year, especially in the construction industry. Programs had been instituted to relieve these shortages, but to a large extent, they were shortages of skill rather than of manpower.

The Government's programs to encourage technical and vocational training at the secondary school level and beyond had been successful, but it was now necessary to concentrate more on the training and retraining of adults—those who were unemployed; those who were at work, but whose skill was becoming obsolete; and immigrants who needed more training or education.

Mr. Nicholson urged those of his hearers who were associated with business and industry to help by examining their own manpower requirements, so that their needs could be matched to "a realistic on-the-job training program."

# Wage Schedules Prepared in January

During January, the Department of Labour prepared 181 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal government and its crown corporations in various areas of Canada, for works of construction, remodelling, repair or demolition, and certain services. In the same period, a total of 209 contracts in these categories was awarded. Particulars of these contracts appear below.

In addition, 180 contracts that contained the General Fair Wages Clause were awarded by Central Mortgage and Housing Corporation, and the departments of Defence Production, Northern Affairs and National Resources, Post Office, Public Works and Transport.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned, or to others who have a *bona fide* interest in the execution of the contract.

Contracts awarded in January for the manufacture of supplies and equipment were as follows:

Department	No. of Contracts	Aggregate Amount \$
Defence Production	99	337,308.00
Post Office	10	136,149.03
RCMP	6	49,204.10
Transport	1	12,493.25

#### Wage Claims Received

During January, the sum of \$3,220.65 was collected from nine contractors for wage arrears owing their employees as a result of the failure of the contractors, or their subcontractors, to apply the wage rates and other conditions of employment required by the schedule of labour conditions forming part of their contract. This amount is for distribution to the 82 workers concerned.

A list of contracts containing fair wage schedules awarded in January may be obtained from the Department of Labour, Ottawa.



# Employment Review

The employment review and the latest labour statistics table were not available at press time.

## Labour Market Conditions

<i>Labour Market Areas</i>	<i>Labour Surplus</i>				<i>Approximate Balance</i>		<i>Labour Shortage</i>	
	1		2		3		4	
	<i>February 1966</i>	<i>February 1965</i>	<i>February 1966</i>	<i>February 1965</i>	<i>February 1966</i>	<i>February 1965</i>	<i>February 1966</i>	<i>February 1965</i>
Metropolitan.....	2	4	9	8	1	—	—	—
Major Industrial.....	9	11	13	13	4	2	—	—
Major Agricultural.....	3	5	10	9	1	—	—	—
Minor.....	23	25	24	28	11	5	—	—
Total.....	37	45	56	58	17	7	—	—

Classification of Labour Market Areas—February

	Substantial Labour Surplus Group 1	Moderate Labour Surplus Group 2	Approximate Balance Group 3	Labour Shortage Group 4
METROPOLITAN AREAS (labour force 75,000 or more)	Quebec-Levis St. John's	Calgary Edmonton Halifax Hamilton Montreal OTTAWA-HULL ← →VANCOUVER-ABBOTSFORD- NEW WESTMINSTER Windsor Winnipeg	Toronto	
MAJOR INDUSTRIAL AREAS (labour force 25,000-75,000; 60 per cent or more in non- agricultural activity)	Corner Brook Joliette Lac St. Jean Moncton New Glasgow Shawinigan Sherbrooke Sydney-Sydney Mines Trois Rivières	Brantford Cornwall Fort William-Port Arthur Farnham-Granby-Cowansville Kingston Niagara Peninsula Oshawa Peterborough Rouyn-Val d'Or Saint John Sarnia Timmins-New Liskeard- Kirkland Lake Victoria	Guelph Kitchener London Sudbury	
MAJOR AGRICULTURAL AREAS (labour force 25,000-75,000; 40 per cent or more in agri- culture)	Charlottetown Riviere du Loup Thetford-Megantic- St. Georges	Barrie Brandon Chatham Lethbridge Moose Jaw North Battleford Prince Albert Regina Saskatoon Yorkton	Red Deer	
MINOR AREAS (labour force 10,000 to 25,000)	Bathurst Bracebridge Bridgewater Campbellton Dauphin DAWSON CREEK ← Drummondville Edmundston Gaspé Grand Falls KENTVILLE ← Montmagny Newcastle Okanagan Valley Quebec North Shore Rimouski Ste. Agathe-St. Jerome St. Stephen Sorel Summerside Truro WOODSTOCK, N.B. ← Yarmouth	Belleville-Trenton BRAMPTON ← Central Vancouver Island →CHILLIWACK Cranbrook Fredericton →KAMLOOPS Lachute-St. Therese Lindsay Medicine Hat North Bay Owen Sound Pembroke Portage la Prairie Prince George-Quesnel Prince Rupert Sault Ste. Marie St. Hyacinthe St. Jean Simcoe Swift Current Trail-Nelson Valleyfield Victoriaville	Beauharnois Drumheller Galt Goderich Grande Prairie Listowel St. Thomas Stratford Walkerton →WEYBURN Woodstock- Tillsonburg	

→The areas shown in capital letters are those that have been reclassified during the month, an arrow indicates the group from which they moved. For an explanation of the classification used, see page 76, Jan.-Feb. 1966 issue.



## January Placements 10.7 Per Cent More Than Corresponding Month in 1965

During January, local offices of the National Employment Service reported 86,300 placements, 10.7 per cent more than in January 1965. The figure was the largest for this month since 1945, and also was 17.8 per cent above the average for January during the previous five years.

The Quebec region was the only region reporting fewer placements than in January 1965. It was mainly attributable to fewer placements being made on winter works projects through NES offices. The Ontario and Pacific regions both showed substantial increases over the totals in the corresponding month last year, and this partly reflected weather conditions that created a heavy demand for labour on snow removal work.

The regional distribution of January placements and the percentage change from January 1965 were:

Atlantic	5,400	+ 2.5
Quebec	24,100	- 5.8
Ontario	31,100	+21.6
Prairie	13,200	+ 3.4
Pacific	12,500	+42.6
CANADA	86,300	+10.7

Regular placements (those in employment with an expected duration of more than six working days) totalled 59,100, an increase of 6.0 per cent over January 1965. Such placements accounted for 68.5 per cent of all placements as compared with 71.5 per cent in 1965. While there had been a consistent trend in recent months for regular placements to comprise an increasing portion of the total, January figures reflect the unusual demand for casual labour on snow removal.

Male placements at 60,200 increased by 11.6 per cent over the number in January 1965. Although the increase in casual placements accounted for the greatest portion of the difference be-

By the staff of the National Employment Service, Department of Citizenship and Immigration.

tween the January male placements in 1965 and 1966, there was also a marked increase in January this year in the number of regular placements in three of the five regions.

The regional distribution of male placements and the percentage change from 1965 were:

Atlantic	3,900	+ 5.2
Quebec	17,800	- 5.4
Ontario	19,800	+18.2
Prairie	8,800	+ 3.8
Pacific	10,000	+58.9
CANADA	60,200*	+11.6

Female placements totalled 26,000, an increase of 8.8 per cent over January 1965. The most significant change was in Ontario, where female placements increased 28.0 per cent over the number last January. This was due to a significant number of placements made in December 1965 but not confirmed by employers until January.

The regional distribution of female placements and the percentage change from 1965 were:

Atlantic	1,500	- 4.2
Quebec	6,300	- 6.8
Ontario	11,300	+28.0
Prairie	4,400	+ 2.8
Pacific	2,500	+ 1.1
CANADA	26,000	+ 8.8

Placements involving the movement of workers from one area to another numbered 3,000 in January. This was an increase of 300 from the January 1965 total and was brought about mainly by

\* Discrepancy caused by rounding.

an increase in the movement of construction workers in the Pacific region.

Transfers-out, by region, were:

Atlantic	200
Quebec	900
Ontario	900
Prairie	200
Pacific	800
CANADA	3,000

Employers notified the local offices of the National Employment Service of 107,900 vacancies in January. This was the largest number received in any January since 1947; an increase of 8.3 per cent over January, 1965, and 17.9 per cent above the average for the month in the previous five years. Vacancies for men totalled 72,900, an increase of 11.9 per cent, while vacancies for female workers totalled 35,000, an increase of 1.5 per cent over January, 1965.

### Two AFL-CIO Officials Retire After Long Service

Two high officials of the AFL and CIO, Nelson H. Cruikshank and Serafino Romualdi, have retired after long years of service, according to an announcement by the AFL-CIO,

Mr. Cruikshank, who has served as director of the U.S. Department of Social Security since the labour movement merger in 1955, was a leader in promoting and developing support among unionized workers for the medical care program adopted by the U.S. Congress this year.

Mr. Romualdi, on leave as inter-American representative of the AFL-CIO, has been working with the American Institute of Free Labor Development.

# Claimants at End of December Increase over Previous Month

Claimants for unemployment insurance benefit on December 31, 1965 numbered 418,000, which was 173,400, or 71 per cent, more than the total on November 30; but 12.6 per cent less than the total of 478,200 on December 31, 1964.

Males accounted for more than 80 per cent of the increase compared with the previous month, which was normal for this time of year; but the decline from the year before was also predominantly among men.

About 67,000 of the December 31 total were seasonal benefit claimants, compared with a total of 71,000 on December 31, 1964. On November 30, seasonal benefit claimants numbered 4,000.

The proportion of males rose sharply from about 65 per cent at the end of November to 75 per cent on December 31. An examination of the proportion of males grouped by number of weeks on claim shows that the shorter the period the higher the proportion. Among persons on claim for 1-4 weeks, there were four men to one woman; whereas, among those on claim for 5-13 weeks there were two men to one woman. With those on claim for more than three months the proportion of males and females was about equal.

Although three quarters or more of the initial and renewal claims are filed in person, all subsequent reports on weekly unemployment may be made by mail. The form used requires the claimant to account for the previous two weeks, and it must be mailed immediately at the end of the period covered. An interval of eight days, however, is allowed. Most claimants report every two weeks.

### Initial and Renewal Claims

There were 262,200 initial and renewal claims during December, an increase of about 110,000 compared with the November total, but 54,000 fewer than the total for December 1964.

A claimant's unemployment register is placed in the "live file" at the local office as soon as the claim is made. As a result, the court of claimants at any given time inevitably includes some whose claims are in process. Claimants should not be interpreted either as "total number of beneficiaries" or "total job applicants."

During the seasonal benefit period all initial claims that do not meet the regular contribution requirements are considered under the seasonal benefit terms of the Act. About half the December initial claims were in this category.

### Beneficiaries and Benefit Payments

The average weekly number of beneficiaries was estimated at 216,500 in December 1965, compared with 126,300 in November and 236,900 in December 1964.

Benefit payments totalled \$21,200,000 in December 1965, \$12,600,000 in November and \$24,500,000 in December 1964.

The average weekly payment was \$24.46 in December 1965. It was \$23.77 in November and \$24.62 in December 1964.

### Insurance Registrations

On December 31, 1965, insurance books or contribution cards had been issued to 4,965,200 employees who had made contributions to the Unemployment Insurance Fund since April 1, 1965.

On the same date, registered employers numbered 343,279, an increase of 550 since November 30.

### Enforcement Statistics

During December, 8,069 investigations were conducted by enforcement officers across Canada. Of these, 5,435 were spot checks of claims to verify the fulfilment of statutory conditions, and 809 were miscellaneous investigations. The remaining 1,825 were investigations in connection with claimants suspected of making false statements to obtain benefits. Prosecutions were begun in 281 cases, 102 against employers and 179 against claimants.\* Punitive disqualifications as a result of false statements or misrepresentations by claimants numbered 627.\*

### Unemployment Insurance Fund

Revenue received by the Unemployment Insurance Fund in December totalled \$33,738,884.12, compared with \$35,003,504.38 in November and \$30,451,708.80 in December 1964.

Benefits paid in December totalled \$21,183,762.50, compared with \$12,614,802.05 in November, and \$24,497,809.40 in December 1964.

The balance of the Fund on December 31 was \$161,765,935.36, November 30 it was \$149,210,813.74 and on December 31, 1964 it was \$81,356,310.64.

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## Decisions of the Umpire Under Unemployment Insurance Act

Decisions were rendered on September 30, 1965, in two cases under the Unemployment Insurance Act by the umpire, the Hon. Mr. Justice John D. Kearney of the Exchequer Court of Canada. In CUB 2537 (Canadian Umpire Benefit), the board's decision was confirmed and the claimant's appeal dismissed. In CUB 2538, the umpire dismissed the claimant's appeal.

### CUB 2537

The claimant, married, 23 years of age, filed an initial application for benefit dated November 18, 1964, and was registered for employment as a clerk

(general office work). She said she worked for a company in Edmonton, Alta., from December 1, 1963, to June 26, 1964, as a control clerk, at \$250 per month. She gave as reason for separation that she had left voluntarily due to pregnancy. She said that her child had been born on September 17, 1964, and that she had been unemployed, capable and available for work since October 30, 1964.

The claim was allowed. The claimant made the following statement, on February 23, 1965:

\* These do not necessarily relate to the investigations conducted during this period.



I have not worked at all since June 26, 1964. They would not grant a leave of absence during my confinement at . . . so I had to leave. I went down again and re-applied, but they do not have too many openings now because of the computers. I applied for work at Eatons, Woodwards, Bay and Johnstone Walkers. I also replied to a few box numbers out of the newspaper ads but I had no replies. I will work as a general office clerk, or receptionist. I will not accept less than \$240 per month, even if the going rate is less as I was getting \$250 before, and I would have to have that to pay my babysitter, etc. I will work any hours, anywhere in the city. I have no self-employment. I have 2 children, 2 years and 5 months. . . . I am not expecting now.

On February 25, 1965, the local office commented: Prevailing rate for senior general office clerks is \$200-\$225 per month.

#### **Suspended Benefits**

The insurance officer disqualified the claimant and suspended benefit from February 21, 1965, on the ground that she had failed to prove that she was available for work, as required by section 54(2)(a) of the Unemployment Insurance Act, in that she was restricting her acceptance of employment to a wage in excess of the prevailing rate.

The claimant appealed this decision to the board of referees, and her letter of appeal, filed by her solicitor on March 16, 1965, stated:

According to this letter, [claimant] is disqualified from receiving benefits inasmuch as she claims an excess wage over and above the prevailing rate contrary to Section 54(2) of the Act.

We wish to point out several facts which it appears you have not taken into consideration. [Claimant] was employed as a stock control clerk with . . . for a period of five years. In this position she advanced from a starting salary of \$175 per month to \$250 upon the termination of her employment. Subsequent to this, she was employed with . . . as a senior clerk starting at \$205 and \$240 at the completion of the term of her employment. We are therefore of the opinion that because of the length of [claimant's] experience, her immediately preceding salaries evi-

dence the fact that she is employed at a higher standard and scale than an ordinary clerk. Consequently we feel that by virtue of the provisions of S 59 (ss 2 and 3) [claimant] is not disqualified only because she claims a wage in excess of the prevailing rate . . .

In his submission to the board, the insurance officer commented:

Claimant has been unemployed since June 26, 1964, part of which time she has been off the labour market due to pregnancy. Claimant has been on benefit from November 15, 1964 to February 20, 1965, (14 weeks) which would appear to be a reasonable period in which to explore the employment opportunities at the wages desired.

#### **Heard at Edmonton**

The board heard the case at Edmonton on April 7, 1965. The claimant did not appear, but was represented by her solicitor. He filed two letters from the claimant's previous employers giving information as to her previous earnings.

First letter: [Claimant] was employed by . . . from December 11, 1963 to June 26, 1964. Her starting salary was \$205 per month. At the time [she] terminated her employment she was earning \$230 per month. We provide this information in writing at [claimant's] request . . .

Second Letter: This is to state that [claimant], a former employee, started employment with us March 23, 1959 at the rate of \$38 a week. She left our staff February 2, 1963 at the rate of \$58 a week. If she had continued to work for us her rate would now have been \$66 a week . . .

The board's findings and decision were as follows:

The board holds that sections 59(2) and (3) are not applicable to the question of this appeal.

The claimant is registered as a general office clerk. She does not have any stenographic or typing experience which would permit her to be classified in another bracket. The claimant was employed with . . . for approximately five years. Her termination salary was \$58 per week. She was employed by . . . on approximately December 1, 1963, at a salary of \$205 per month and voluntarily terminated this employment on June 26, 1964. A photostat of a

letter submitted by the claimant's husband and dated April 2, 1965, shows that the claimant was earning \$230 per month when this employment was terminated. The board accepts as a fact the submissions of the claimant.

The claimant categorically states that she will not work for less than \$240 per month even if the going rate is less. The board finds, as a fact, that her representative states that the claimant is not prepared to accept work at less than \$240 per month in her registered occupation. The board further finds as a fact that the claimant is not prepared to accept other employment at less than \$240 per month. Representation was made that the claimant was earning above this salary while employed with . . . In view of the letter submitted by the claimant's representative, she was earning \$230 per month. Therefore she is asking for \$10 a month more than her previous employment.

The claimant was allowed benefit effective November 15, 1964. She has been unable to find suitable employment since that date. After such a lengthy period of unemployment this could substantiate the board's opinion that the salary requested is above the prevailing rate.

The prevailing rate has been determined from \$200 to \$225 per month. This determination is made from provincial Government surveys of the employment area. It is supplemented by the local office survey. It is, therefore, accepted as a fact that the prevailing rate in the area in this registered occupation is as shown [by the local office].

Availability for work involves the prospects of finding employment with particular reference to any restrictive conditions which a claimant imposes. It is clear that claimant cannot expect to obtain employment with a new employer at wages in excess of what she previously received. However, the survey determines what the prevailing rates of wages are with good employers. The claimant's demands are above this going rate.

The Act was not intended to provide benefit to those who, after a lengthy period of unemployment, place restrictions on their employment that would preclude them from securing gainful employment. The board holds, as a fact, that the

claimant has categorically imposed such a restriction regarding her availability.

The claimant has not proved her availability for work commencing February 21, 1965, and the board upholds the insurance officer's decision suspending benefit from that date under section 54(2) (a). . . .

Appeal dismissed.

### Requested Leave to Appeal

The claimant requested leave to appeal on the following grounds:

1. Lack of jurisdiction in the board.
2. The board based its decision upon hearsay evidence.
3. The board erroneously decided that section 59(2) of the Act did not apply.
4. The decision of the board was unreasonable in regard to all the circumstances.

On June 4, 1965, the following observations were submitted by the Chief, Adjudication Division of the Commission:—

1. Section 54(2) (a) of the Unemployment Insurance Act provides that an insured person is disqualified from receiving benefit in respect of every day for which he fails to prove that he was available for work. The requirement of being available for work implies that a claimant must be willing, able and ready to accept immediately any offer of suitable employment (CUB-1695 and CUB-1887). Certain criteria of suitability are set out in section 59(2) and (3) of the Act and contrary to the board's statement, a consideration of these criteria is pertinent to the question of availability under section 54(2)(a).

2. After being unemployed for some 16 weeks exclusive of the two six-week periods before and after confinement, the claimant stated that she would not accept employment as an office clerk or receptionist for wages of less than \$240 per month even if that amount was more than the prevailing rate in the district for that type of work. As employment at the prevailing rate in the district meets the criteria of suitability set out in section 59(2) and (3) of the Act, the claimant must be willing, able and ready to accept such employment to prove that she is available for work as required by section 54(2) (a) of the Act.

3. [The local office] shows the prevailing rate for senior general office clerks to be from \$200 to \$225 per month. It is submitted that the claimant, by restricting her availability to employment in excess of this wage range, failed to demonstrate that she was available for work as required by section 54(2) (a) of the Act particularly after her lengthy period of unemployment.

4. The claimant's counsel had pointed out that the claimant commenced her second last employment at wages of \$175 per month working up to \$250 a month after five years of employment and that she subsequently commenced other employment at \$205 a month and was earning \$240 a month at time of separation on June 26, 1964. Thus the claimant's own experience illustrates how it was necessary for her after a period of unemployment to commence in a new position at a salary lower than she had reached after a long period of service with the same employer.

5. It is respectfully submitted that the unanimous decision of the board of referees should be upheld and the claimant's appeal dismissed.

### Grounds for Appeal

On June 17, 1965, the claimant's solicitor submitted his grounds of appeal:

1. An erroneous decision on a point of law.
2. A violation of the principles of natural justice.

### Argument

1. It is the respectful submission of the Appellant that once an individual meets the conditions set out in S 45 of The Act RSC 1955, C 50, then *prima facie* he is entitled to receive the benefits provided by the said Act.

As a result until a person has expended the funds he and his employer have deposited with the fund, he is entitled to benefits unless he becomes disqualified under the provisions of S 59 (1) of the Act. The said section of 59 states that where certain conditions exist they will have the consequential effect of the disqualification and it is the respectful submission of the Appellant that in the particular case at hand the board erred in holding that subsections 2 and 3 of 59 do not apply to these subsections provided, it is submitted, that a person is not disqualified from receiving

benefits only because he asks for a higher wage scale [claimant], because of her experience and her training started her career in the employment world at a very low wage and at the termination of her employment with . . . as evidenced by their letter, she was receiving \$235 per month. As a result it is respectfully submitted that because of her ability and experience, she is not disqualified from receiving benefits because her expected salary is greater than the prevailing rate.

2. The second ground of appeal lies in the reception of evidence by an unknown individual not under oath, as to the prevailing wage rates.

It is clear on the authorities that even a statutory tribunal is not required to proceed according to the rules as to procedure and evidence which would obtain in a court of justice and no higher requirements are to be made of a domestic tribunal than of a statutory one. All that is required is a fair hearing where the party charged might hear and cross examine the witness and might then meet the case of his accusers by evidence and by argument.

But the Appellant respectfully submits that where a person is in the position to formulate an opinion as to prevailing wage rates, his evidence should be presented to the claimant in order to determine the basis for his reasoning. Any statement concerning wage rates can only be an average and will not take into consideration individual situations as to experience or ability. In conclusion therefore on the basis of the evidence it is submitted that the board has violated the principles of natural justice in not naming the individual making the average scale and in not permitting an examination of him as to the reasoning behind his decision.

On the following two grounds, the Appellant prays that her appeal be allowed and that she be declared entitled to benefits under the Act.

### Considerations and Conclusions

With respect to the first ground of appeal (as submitted by the claimant's solicitor on June 17), I agree with the findings of the board of referees, and with the conclusion that the claimant has not proved that she is available for work within the meaning of section 54(2)(a) of the Act. Since the claimant did not



refuse to apply, or neglect to avail herself of an opportunity, for suitable employment, section 59(2) and (3) of the Act does not, strictly speaking, apply to the case. However, as pointed out by the Chief of the Adjudication Division of the Commission, the criteria of "suitable employment" contained therein are pertinent, nay imperative, in determining some of the questions arising under section 54(2)(a) of the Act. Contrary to the submission of the claimant's solicitor, however, section 59(2)(b) clearly implies that a claimant offered or seeking work in her usual occupation must be prepared to accept employment at the "prevailing wage rate".

As to the second ground of appeal, since, as the board pointed out, the salary figures quoted are available to the public, it is difficult to see how the claimant could have gained anything by cross-examining the employee who supplied them to the insurance officer. I cannot agree that there has been any denial of "natural justice."

Availability for work is a question of fact and the facts as found amply sustain the unanimous decision of the board of referees.

I consequently decide to confirm the board's decision and dismiss the claimant's appeal.

#### CUB 2538

In a renewal application for benefit that the claimant filed in the London local office on March 29, 1965, she stated that she was last employed by . . . London, Ont., as a core patcher at \$1.64 an hour from December 1964, to March 26, 1965, and gave the following reason for separation: "I was laid off, lack of work. No pre-school children."

The confirmation of separation from the employer, dated March 30, reads as follows: "This employee was offered other work at comparable pay rates but refused, preferring lay off."

On April 2, the local office wrote to the claimant and asked her to comment on her former statement, and on the employer's statement.

The claimant's reply was dated April 4, and reads as follows:

The reason I refused the work in the machine shop was I am too nervous to work on a machine, as a few years ago I was working close to a girl who had a finger taken off while working a machine.

Last year I was laid off in the core room, but was offered work in the assembly room, which I accepted. I also have worked in the assembly six different times instead of being laid off.

I have a good working record. I worked twenty years for the same firm in England. Also, four years at . . . I was laid off there a week when I got the job at . . .

On April 8, the insurance officer asked the local office to contact the employer and ascertain where the claimant was to work in the plant, what job she was to do and what hazards were involved in this position.

#### Local Office's Reply

In a statement received in the regional office on April 9, the local office replied as follows:

She was offered a machine operation, but it is strictly a girl's job, other girls are doing it all the time and they have all necessary safeguards. If accidents happen, it is through employee's carelessness.

A letter was sent to the claimant, dated April 13, notifying her that she had been disqualified and benefit suspended from March 28, to April 17, inclusive, as she voluntarily left her employment with . . . on March 26, without just cause within the meaning of section 60(1) of the Act.

The claimant appealed this disqualification, and her notice of appeal (undated) reads:

As work at my usual job was not available, I was asked if I would accept work in the machine shop. In my opinion the work was not suitable as I am very nervous of machines due to the fact a few years ago I was working close to a girl who lost a finger while working a machine.

On six occasions I accepted work in other departments. I was called back last week to a different job to my own.

I have been told by my foreman that if I did not wish to take the machine job I would be laid off until my own work was available, this being the usual practice.

I am also of the opinion that my statement to the local UIC was misunderstood, this caused the meaning to be distorted and weakened my position. When informed that I would be laid off because of my refusal I did say, "If I have to be laid off on account of suitable work not being available, then I would be forced to accept the lay-off. . ."

The board heard the case at London on June 3. No new evidence was presented to the board, but the claimant

reiterated that she was extremely nervous of machinery. The majority of the board upheld the insurance officer.

On July 20, the claimant appealed to the umpire, and in her notice of appeal she says:

1. That in accordance with our union contract re. dept. seniority, when there is an opening in another dept., all employees have the right to bid in on any opening which may occur and is posted by the company. Although I have bid in on other occasions, I did not on this job as I was nervous of it. As a result I was disqualified from receiving benefits.

2. The board has stated that I was laid off six different times, this is not true, I was pointing out that I had accepted other jobs on six different occasions so as to avoid lay-off.

3. I am of the opinion the workmen's compensation authorities would frown on the idea of demanding a person to work on a job of which he or she was nervous, it certainly might result in an accident.

4. In conclusion Sir, I was annoyed and amazed when, after taking time off work along with my representative to have all these points clarified, to find that neither my foreman or a company representative was present to confirm or deny my statements. Instead the majority of the board chose to accept my foreman's written statement in preference to my verbal denial of his written statement. . .

No further material has been submitted.

#### Considerations and Conclusions

The only reason the claimant gave to support her allegation that the job offered her was unsuitable was that she herself is extremely nervous of machinery. She did not allege that the work itself is dangerous, and she did not deny the employer's statement that the job was "strictly a girl's job". Her fears, therefore, appear to be largely without foundation.

Under those circumstances it cannot be said that the work offered her was unsuitable, and in my opinion the insurance officer gave more than adequate consideration to the claimant's fears when he reduced the period of disqualification from the maximum six weeks to three.

In consequence, I decide to dismiss the claimant's appeal.

# Need for Unity Emphasized by Trustees Of Maritime Transportation Unions

It should be possible to lay the foundation for a stable and workable system of industrial self-government in the maritime shipping industry before December 1966, if all parties will cooperate to achieve this goal, the Board of Trustees of the Maritime Transportation Unions said in their annual report for 1965.

The report traces the progress that has been made toward this end since the establishment of the board in October 1963, and describes what still has to be done. The trustees emphasize the predominant need for greater unity among the maritime unions and their members, on the one hand; and between the various employers, on the other.

"The sooner unity of the employers on one hand, and unity of the unions, on the other hand, can be achieved, and the sooner the two parties can increase the scope of their joint industrial relations and manpower activities to provide stable industrial self-government, the better it will be for the seamen, the unions, the employers, and the public," the report says.

## Must Find Solution

A second matter that must be settled, the trustees say, is the finding of a solution, through mediation, or even arbitration, of "the international jurisdictional problems inherent in the maritime industry, and especially in the Great Lakes area."

Much of the technical work necessary to improve the administration of the union and to enable the members to participate more actively in its affairs, has been done, the report says. This makes it possible for the trustees "to recommend that the SIU be considered as a candidate for re-entry into the mainstream of Canadian labour from which it has been largely excluded since 1959," that is, by re-admission to the Canadian Labour Congress.

The report insists that "reform of the SIU of Canada is not window dressing. Neither is the proposed re-affiliation with the CLC mere gloss. This policy was conceived to make the SIU of Canada, as a CLC affiliate, voluntarily subject to the CLC rules which provide for deter-

mination of inter-union jurisdiction disputes. This is seen as a partial solution to much of the disruption which marred the past. Moreover, it largely precludes an employer from playing one union off against another, or from using inter-union rivalry to acquire a collective bargaining lever which could be applied to the detriment of the individual seamen."

## Vital for Two Reasons

The need to find within the labour movement a solution to latent international disputes is vital for two main reasons: "(1) The basic employment units, the ships, may move with great ease from one country to another; (2) certification of the units is always awkward, either because the certifying board has doubtful jurisdiction, or . . . because the certification machinery is too slow and too complex to be useful in settling conflicts."

The trustees say that another advantage of re-affiliation of the SIU to the CLC would be the "increased probability that under the aegis of the CLC a long-term program could be set up to continue the Trustees' related policies of separating the licensed and unlicensed personnel into separate unions; and of merging, where feasible, all officers in one union, and all unlicensed seamen in another."

Such separation and integration, besides reducing friction within these groups, would enable them to represent their members better. Even if there were complete integration, each group "would scarcely be large enough and affluent enough to provide the services generally offered by the larger unions. To render their efforts more effective the unions could, either directly or under the auspices of the CLC, co-ordinate their efforts to face their common problems—better collective agreements, legislation, manning, safety, education, training and up-grading to fulfill the special requirements of modern ships."

## Would Prolong Need

Any breakdown in the present negotiations for re-affiliation would not cause the trustees to change their policy of separation and integration, but it would make their work more difficult

and would prolong the need for the trusteeship—a situation that is regarded with avowed, if polite, hostility by the whole labour movement.

Although it is often overlooked, the need for a united and viable employers' organization is as great as the need for united labour representation, the Trustees say. "... a permanent institution with a full-time executive . . . can plan and co-ordinate all aspects of joint employer action including industrial relations, and . . . can, above all, articulate and press for an over-all Canadian maritime policy. Such organizations exist in most maritime nations, and have long proved their effectiveness . . ."

"Laying foundations, however," the report says, "is only one objective of the trustees. They hope . . . to induce the parties to solve problems, as far as possible, by joint negotiation and joint action. This is not achieved merely by setting up more joint committees, but by urging the creation of sound relationships by contract which require joint action . . ."

## Review of Year's Work

In reviewing their work during the past year, the report said, "During 1965, the trustees gradually withdrew from participation in the collective bargaining functions of the maritime unions, realizing that it was preferable to allow the parties to conduct their own negotiations with a minimum of outside interference. The trustees, however, willingly act as advisers when requested to do so. In any event, most unions under trusteeship entered into agreements during late 1964 and early 1965 which will endure beyond December 1966, the proposed date for winding up the Board of Trustees . . ."

Referring to another matter, it said, "One aspect of the litigation scene has given the trustees much ground for optimism. Much of the bitterly fought litigation between the SIU of Canada and certain employers that was still outstanding when the trusteeship was created was discontinued during 1965. The trustees hope that this settlement, between what appeared earlier to be absolutely irreconcilable foes, will begin a trend toward the substitution of common sense for profitless conflict".



# Canadian Railway Office of Arbitration Disallows Five Claims Heard on January 10

Five separate disputes, involving relief yardmasters' loss of earnings, a conductor and crew's claim over freight and passenger rates, miscalculation of an employee's record of service, notice to vacate a low rental Government-sponsored house, and a dispatcher's right to a five-day work week, were dealt with by the Canadian Railway Office of Arbitration at hearings in Montreal on January 10, 1966.

In each case the one-man tribunal of Magistrate J. A. Hanrahan disallowed the claims.

The five claims and the award of the arbitrator in Cases Nos. 19, 20, 21, 22 and 23 are:

## CASE No. 19

Dispute between the Canadian National Railways (St. Lawrence Region) and the Brotherhood of Railroad Trainmen, over 21 claims submitted by various relief yardmasters for loss of earnings.

On June 8, 1962, prior to retirement, a yardmaster worked his last shift and the position he vacated was discontinued on that date. Relief yardmasters then submitted 21 time claims between January 20, 1964 and March 18, 1964 for loss of earnings on the grounds that they were not used to fill the position vacated in 1962, and claiming that the company had violated three different articles of the agreement.

The union claimed that after the yardmaster had retired in June 1962, his duties were taken over by an assistant statistician. Prior to June 1962, the general yardmaster worked the day shift and was in charge of all yard operations. He also had the responsibility of three regular shift yardmasters. It was the union's contention that when the yardmaster retired, the position should have been advertised and filled by one of the eligible yardmasters. Not to follow this procedure, the union said, was a violation of three articles of the agreement.

The union cited an article of the Yardmaster's Schedule reading, "Yardmasters are defined as those who are directly responsible for yard operations in a certain specified territory during the hours of their assignment."

The union also contended that when the assistant took over the shift yardmaster's duties, he was actually a shift yardmaster who had been given a new title—assistant general yardmaster. This, the union claimed, was done on the pretext that the yardmaster's position had been abolished and that the new position was not covered by the agreement.

## Second Article Cited

According to the second article of the schedule cited by the union: "Established positions shall not be discontinued and new ones created covering relatively the same class of work, for the purpose of reducing the rate of pay."

The union then used a third article as their final provision: "Newly created positions of more than thirty days' duration and permanent vacancies shall be bulletined in their respective seniority groups, within five days of such new positions . . . or vacancies . . . it being understood that new position of indefinite duration need not be bulletined, until the expiration of twenty-five days from date created."

The union spokesman stated that the brotherhood had no objection to management's creating new positions, but they did object when shift yardmaster's positions were filled by men from another seniority group.

The company explained that while it looked as though there was a connection between the dissolving of the day yardmaster's position and the creating of the assistant general yardmaster's position, the two events were not related in any way. Prior to June, 1962, the supervision of the yard was under the general yardmaster. The company was told in May, 1962, that the general yardmaster, who was to retire in July, 1964, intended to retire in December 1962, and it was deemed necessary to train someone to take over his duties.

## Position Retained

An assistant general yardmaster's position was established for a temporary period from June 8 until November 30, 1962, and according to the company, the assistant statistician was selected because

of his extensive yard office experience and his capabilities. The general yardmaster was placed on the night assignment in August owing to the heavy passenger and freight traffic at that time. The assistant was placed on the day shift in June 1962 with the retiring shift yardmaster. When the yardmaster went on vacation prior to retiring in June 1962, the assistant took over the yardmaster's duties. Although this position started out on a temporary basis to groom a successor to the general yardmaster, it was retained because the added supervision produced an improvement in yard operations.

The company rejected the union's contention that the duties of assistant general yardmaster were similar to those of a yardmaster. The duties of assistant general yardmaster involved greater responsibility and therefore resulted in higher remuneration. The company also pointed to the union's efforts to obtain a ruling on job ownership for yardmasters, and suggested that if it were a *fait accompli*, the union would not be seeking it. They went on to explain that they could not advertise the position of yardmaster because there was in fact no vacancy—the position was abolished.

## The Principal Question

The principal question is: Can a job covered by a collective agreement be abolished because of lack of work when this lack is the direct result of an operational change designed to permit management to function more efficiently?

The company claimed that it retained the exclusive right to abolish positions when warranted. The only restriction was that an old job could not be abolished and a new one created for the purpose of reducing the salary. The arbitrator felt that this restriction did not apply because the assistant general yardmaster's pay was higher than that of yardmaster.

At the time of the yardmaster's retirement, there were only two yard assignments, together with a portion of another yard engine assignment during the hours of the day yardmaster's shift. The arbitrator was satisfied that diminishing work justified abolition of the yard-

master's job. He contended that the union did not present any evidence to dispute management's reasons for reduction of the yardmaster's duties. This was essential, he said, for any hope of success in this claim.

Under the terms of the agreement, there is no guarantee of continual employment. He stated that the union also did not dispute the scope of duties described when the company compared the jobs of yardmaster and assistant general yardmaster, and he said that the latter's duties were clearly greater.

The claim was therefore disallowed.

#### CASE No. 20

Dispute between the Canadian National Railway Company (Prairie Region) and the Brotherhood of Railroad Trainmen over claims made by a conductor and crew for payment of the difference between miles claimed and services rendered.

On January 23, 1964, the conductor and two crewmen were ordered to operate a train in snow-plow service from Winnipeg to Gypsumville via Steep Rock. The payment was made on the basis of one continuous trip, but the trainmen claimed that two trips were involved, from Winnipeg to Steep Rock and from Steep Rock to Gypsumville. They subsequently submitted claims for payment on the grounds that the company had violated two articles of the agreement.

According to one clause of the agreement, "Conductors/Trainmen on snow-plow and flanger trains will be paid through freight rates," and the company maintained that nothing had been produced by the union to show a violation of this clause, because the trainmen were paid freight rates at the rate of 12½ miles per hour for plowing side tracks.

The union contended that since Steep Rock was a terminal, the trip from there to Gypsumville should have been paid for under an article that read "One hundred miles or less, eight hours or less to constitute a day in through and irregular freight, local freight and mixed train service."

#### Minimum Payment Rule

The spokesman for the company described this article as a minimum payment rule, providing that for any completed trip or tour of duty the minimum compensation payable will be 100 miles or eight hours. He claimed that because the crew were paid greatly in excess of the minimum mileage, this article could not possibly have any bearing upon the dispute.

The union supported its argument by referring to a rule in the agreement: "Conductors on arrival at terminals will not be called again for immediate duty if they want rest . . . but eight hours is to be considered sufficient . . . Required rest must be booked on arrival, and will be given complete before being called . . ."

The company spokesman replied that, as the conductor and his crew did not book any rest at Steep Rock, the rule could play no part in the dispute. In any case the rule only applies on arrival at their objective terminal and after they have been released from duty.

#### Crux of Company's Argument

According to the arbitrator, the crux of the company's argument was that the union was unable to point to any single provision in its collective agreement with the company to justify the claim. When it was pointed out by the spokesman for the union that similar claims had been paid in the past, the company contended that it would be doubtful that any would have been paid if the union had been compelled to demonstrate that a rule in its collective agreement had been violated.

After a careful study of the provisions relied on by the union, the arbitrator found that the trainmen were paid through freight rates and that they were paid in excess of the minimum payment for service rendered. Much more had to be read into the third agreement concerning "conductors on arrival at terminals. . . ." It would depend on whether it was the first, second or third terminal on their trip, and weariness would be of determining importance, he said. On these findings, the claims were disallowed.

#### CASE No. 21

Dispute between the Canadian National Railway Company (Atlantic Region) and the Transportation-Communication Employees Union over claims that the company violated an article of the agreement by miscalculating an employee's service record.

The employee entered the company on August 3, 1948 and established rights as a relief dispatcher, and later, seniority as a train dispatcher on June 13, 1965. From 1956 to 1960 he was employed as an operator and accumulated only five days service as a relief dispatcher. On May 27, 1961, the employee started working in a company position in which he acted as a dispatcher four days a week and as an operator one day a week.

In order to credit the employee with 254 days cumulative service required by the agreement for advancement to the next higher rate of pay, the company counted the four days each week that he worked as a dispatcher, but not the one day each week that he worked as an operator. On August 6, 1962, according to the company's records, the employee had accumulated 254 days as a dispatcher, and he was advanced to the next higher rate.

#### Protested Company's Method

The union protested the company's method of crediting time, and claimed that the time spent as an operator should also be allowed in considering the cumulative service. Using the union's method of calculation, the employee would have been entitled to his graded rate increase on May 6, 1962.

The crux of this dispute was an interpretation of the provision: "Telegraphers on graded rates shall be paid the next higher rate after having actually performed 254 days cumulative service in the respective or superior classification."

From 1947 to 1955 that provision read: "Telegraphers on graded rates shall be paid the next higher rate after having performed three hundred and six days cumulative service in the classification."

The union contended that the addition of the word "actually" was to prevent claims based on relief dispatchers' accumulating seniority, and to ensure that the work had to be performed in the classification of trick dispatcher.

The union further contended that the words "respective or superior" ensured that an employee holding relief rights as a traffic supervisor or train movement director would accumulate credit for graded rates while actually performing work in the train dispatcher's classification. It was the union's belief that management, in declining the claim was confusing "duties" with "classification."

#### Relied on Board Ruling

The union relied on a ruling by the Canadian Railway Board of Adjustment in 1943 in which a claim was granted under the provision that "A dispatcher after serving three hundred and thirteen cumulative days as relief or regular dispatcher. . . will receive the rate specified above for second-year dispatcher."

The company contended that this ruling was made under a provision quite different to that under consideration. The company spokesman claimed that the word "actually" in the article cited by the union was for the purpose of



requiring that the ordinary definition of the word be fulfilled, and that 254 days should be spent in "actually" performing the duties, not of an operator, but of a dispatcher, the superior classification.

The company further contended that the purpose of graded rates is to reward proficiency gained through experience and that a man working four days a week on one assignment would not be as proficient as a man working five days a week on the same assignment.

It was the arbitrator's conclusion that to succeed in this claim, the provision should not contain the word "actually," and he felt satisfied that the ordinary meaning of the word could not be stretched to cover the union's claim.

The claim was therefore disallowed.

#### CASE No. 22

Dispute between the Canadian National Railways (St. Lawrence Region) and the Transportation-Communication Employees Union over claims that the company violated an article of the agreement when it forced an agent-operator to vacate a company dwelling at Ste. Anne Church, Quebec.

The company-owned building, known as Ste. Anne Church, is located at the Shrine of Ste. Anne de Beaupré, Quebec. The lower floor contains station facilities, etc., and the upper floor, an eight-room apartment which was assigned as living quarters for the agent. On October 10, 1963, the position of agent-operator was advertised with house, fuel and light. The claimant was the successful applicant.

In November, 1964, a transaction was completed to transfer the property and building from the company to the Redemptorist Fathers, and the agent-operator was advised he would have to vacate the premises effective May 1, 1965. In accordance with an article reading: "Should the company require an agent to vacate the dwelling provided . . . an amount of fifteen dollars per month will be added to the rate for the position of agent in lieu of dwelling, fuel and light," the agent-operator was told that his rate of pay would be increased by \$15 a month on that date, and that the deduction of \$5 a month provided for another article would be discontinued.

#### Only Reason Accepted

The question is whether under the latter article which reads: "At stations where dwelling, fuel and light is shown in the Wage Scale as being provided with the position, the dwelling so provided will be reserved for . . . the agent and

his family. . ." the company had the right to discontinue house, fuel and light once those perquisites had been granted. The spokesman for the union stressed that from the time the first mentioned article appeared in the agreement, the only reasons "accepted by both parties" for withdrawal were: "loss of station dwelling by fire; the station dwelling becoming uninhabitable; the dwelling being required by the company for the expansion of its facilities." The arbitrator said that there is nothing in the provision to prove that the union's concurrence is necessary for the withdrawal.

The company claimed that the second article contained no ambiguity, so what occurred in the past could have no legal effect upon the present, and that without any qualification to its plain language giving the company the right to give notice, the arbitrator was required to concentrate on the executed provision and not on the union's understanding of the issue.

The arbitrator said that past practice could have no bearing upon an interpretation of a provision unless it was ambiguous. Finding no ambiguity, he stated it was clear to both parties that the agent must vacate the dwelling, and that for this inconvenience he was compensated by having \$15 added to his monthly income. According to the arbitrator, the company exercised the right granted by the union in this provision, and also carried out its obligation to the claimant by increasing his salary.

For these reasons the claim was disallowed.

#### CASE No. 23

Dispute between the Canadian Pacific Railway Company (Prairie Region) and the Transportation-Communication Employees Union over the refusal of the company to reduce the five-day work week of a dispatcher whose one rest day each week is spent relieving the chief dispatcher.

The union contended that there had been a violation of an article of the collective agreement reading, "Effective June 1st, 1951, the Company will establish for all Telegraphers included in this agreement . . . a work week of forty hours consisting of five days of eight hours each, with two consecutive rest days in each seven . . . The work weeks may be staggered in accordance with the company's operational requirements . . ."

The company contended that no arbitrable dispute existed within the meaning of the collective agreement and that this contention was strengthened by a clause

of the Canadian Railway Office of Arbitration terms of reference, reading: "The jurisdiction of the Arbitrator shall extend and be limited to the arbitration . . . of disputes respecting the meaning of alleged violation . . . of a valid and subsisting collective agreement between . . . railway and bargaining agent . . ." The company argued that no mention is made of the position of chief dispatcher in the terms of the collective agreement owing to the fact that the position involves managerial functions.

The union urged that the question involved the need to determine whether the collective agreement was being violated, as the cited article affected the employee's right to a five-day week. If so, it would be a matter that properly came within the terms of reference of the arbitrator.

The union explained that the dispute actually concerned the method employed in providing relief for the chief dispatcher one day a week. While the chief dispatcher enjoyed one rest day a week, the dispatcher—in addition to providing this day's relief—was working a full-time, five-day, 40 hour-a-week assignment.

#### Not Actually Assigned

In answer to a question by the arbitrator, the union admitted that the dispatcher was not actually assigned to this extra day's employment; it was offered to him. The union explained that the dispatcher thought his opportunity for promotion would be jeopardized if he declined the offer.

The company contended that telegraphers are regularly assigned to a 40-hour work week consisting of five days of eight hours each, with two assigned rest days in each seven. No telegrapher assigned to a regular position in accordance with the terms of the collective agreement is required to work on a rest day in the capacity of chief dispatcher.

The arbitrator stated that the spokesman for the company concisely answered this problem when he stated that when a telegrapher, on his rest days, takes employment outside the scope of the collective agreement, either within or without company employment, the job does not in any way form part of the work week covered by the collective agreement.

The arbitrator concluded that to succeed in this claim, it would be necessary for the union to establish that the company compelled a member of the bargaining unit to work beyond his ordinary work week. Because this could not be established, the claim was disallowed.

# PRICE INDEXES

## Consumer, February 1966

The consumer price index (1949=100) rose 0.6 per cent to 142.1 at the beginning of February from 141.2 in January. The index for February was 3.6 per cent above the February 1965 level of 137.2.

Six of the seven indexes advanced in the current period, with changes ranging from 0.1 per cent for housing to 1.4 per cent for food. The health and personal care index remained unchanged.

The food index rose 1.4 per cent to 142.5 from 140.6, reflecting generally higher prices. Prices advanced for all foods except eggs, oranges, canned and frozen orange juice, apple juice, celery, canned peas, macaroni, cake mix, cookies and a few miscellaneous grocery items. Increases among major food groups included a 3.1 per cent rise for fats (including butter), 3.0 per cent for meats, fish and poultry, and 2.9 per cent for vegetables.

The housing index rose fractionally to 143.1 from 142.9. Both the shelter and household operation components rose slightly. Higher prices for insurance, fuels, some utensils, and equipment and household supplies outweighed lower prices for floor coverings and some furniture.

The clothing index rose 0.5 per cent to 123.3 from 122.7. Prices were higher for men's and women's wear, footwear and piece goods, but were lower for children's wear. The return to regular prices from January sales for several clothing items outweighed February sales prices reported for men's and boys' overcoats and sweaters, boys' shirts, girls' winter coats and women's overshoes.

The transportation index moved up 0.6 per cent to 150.0 from 149.1, reflecting higher prices for automobile operation and local transportation. Increased automobile insurance rates, combined with higher gasoline and motor oil prices, and increased taxi fares more than balanced a seasonal decline in train fares.

The health and personal care index remained at the January level of 178.1. Mixed price movements were recorded in both pharmaceutical and personal care items.

The recreation and reading index advanced 0.6 per cent to 156.4 in February from 155.4 in January. Although slightly higher prices for camera films and bicycles were insufficient to move the recreation component, the reading component increased as a result of higher magazine subscription rates.

The tobacco and alcohol index moved up 0.2 per cent to 123.4 from 123.1, as a result of increased cigarette prices. Prices for alcoholic beverages were unchanged from January.

Group indexes in February 1965 were: 133.1, housing 140.1, clothing 119.5, transportation 146.3, health and personal care 173.5, recreation and reading 153.4, and tobacco and alcohol 121.8.

## City Consumer, January 1966

Consumer price indexes (1949=100) rose between December 1965 and January 1966 in six of the ten regional cities, declined in two and remained unchanged in two. Movements ranged from an increase of 0.5 per cent in Winnipeg to a decrease of 0.3 per cent in Halifax and Saint John.

Food indexes were higher in eight cities and lower in two. Housing indexes rose slightly in three cities, edged down in four, and were constant in three.

Clothing indexes fell in six cities, rose slightly in two and held steady in two. Transportation indexes were higher in five cities, lower in three and unchanged in two. In health and personal care, index movements were mixed, increasing in six cities, decreasing in two and remaining unchanged in two. Recreation and reading indexes declined in seven cities and advanced in three. Tobacco and alcohol indexes were unchanged in eight cities and higher in two.

Regional consumer price index point changes between December and January were: St. John's +0.5 to 124.1\*; Ottawa +0.1 to 140.6; Toronto +0.6 to 143.1; Winnipeg +0.7 to 137.3; Edmonton-Calgary +0.4 to 131.9; Vancouver +0.2 to 136.6; Halifax -0.4 to 135.5; Saint John -0.4 to 137.8. Montreal and Saskatoon-R Regina were unchanged at 140.1 and 133.3, respectively.

## Wholesale, January 1966

The general wholesale index (1935-39=100) rose to 257.2 in January 1966, which was 0.7 per cent higher than the December 1965 index of 255.5, and 4.2 per cent higher than the January 1965 index of 246.8. Seven of the eight major group indexes advanced in January, and one declined.

The non-ferrous metals products group index rose 3.3 per cent to 229.9 in January from the December index of 222.6, because of higher prices for cop-

per and its products and tin ingots. Price increases for drugs and pharmaceuticals, and fertilizer materials, were chiefly responsible for a rise of 1.8 per cent to 208.5 from 204.8 in the chemical products group index.

The vegetable products group index advanced 1.2 per cent to 222.2 from 219.5 in December, owing to price increases for grains, sugar and its products, tobacco, vegetable oils and products, and fresh fruits. A rise of 0.7 per cent to 296.0 from 293.8 in the animal products group index was mainly caused by higher prices for livestock, fresh meats, and milk and its products. Increases of 0.1 per cent or less occurred in the following three major group indexes in January: iron products to 266.5 from 266.3, non-metallic minerals products to 193.6 from 193.4, and textile products to 247.2 from 247.1.

## Farm Products

The index of Canadian farm product prices at terminal markets (1935-39=100) increased 1.3 per cent to 251.6 from 248.3 in the three-week period ending January 21, 1966. The field products index rose 1.4 per cent to 176.4 from 174.0, and the animal products index advanced 1.3 per cent to 326.8 from 322.7.

## U.S. Consumer, January 1966

The United States consumer price index (1957-59=100) remained steady in January after four months of sizable increases. The January index was 111.0, the same as in December. A year ago the January index was 108.9.

Three main factors helped keep the January index stable. First, both new and used car prices declined; second, telephone service was cheaper, and third, the traditional January sales brought reductions in some apparel prices.

These and a few other reductions were offset by another sizable jump in food prices, which were up seven-tenths of 1 per cent in the month.

## British Retail, December 1965

The British index of retail prices (Jan. 16, 1962=100) rose to 114.1 at mid-December 1965 from 113.6 at mid-November. The index one year earlier was 109.2.

The food group index rose to 113.3 from 112.2 in November.

The index for housing rose to 123.6 from 122.8 the month before, due mainly to a rise in the average level of rents of privately-owned and local authority dwellings let unfurnished.

\* On base June 1951=100.



# Publications Received by Department of Labour Library

The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed by making application to the Librarian, Department of Labour, Ottawa. Students must apply through the library of their institution. Applications for loans should give the number (numeral) of the publication desired and the month in which it was listed in the LABOUR GAZETTE.

## Accident Prevention

The following four bulletins were prepared by the U.S. Bureau of Labor Standards and published for the bureau by the Government Printing Office in Washington in 1965.

1. *Safety in Industry Instructor Outline; Accident Cause Analysis*. Pp. 19.
2. *Safety in Industry Instructor Outline; Accident Cost Control*. Pp. 14.
3. *Safety in Industry Instructor Outline; Appraising Safety Performance*. Pp. 14.
4. *Safety in Industry Instructor Outline; Introduction to Industrial Safety*. Pp. 19.

## Business

5. AMERICAN MANAGEMENT ASSOCIATION. *Resolving Business Disputes; the Potential of Commercial Arbitration*. authors: Steven Lazarus [and others]. New York, 1965. Pp. 208.

Originally prepared as a research report submitted in partial fulfillment of the requirement for the Manufacturing Course at the Harvard University Graduate School of Business Administration. The various authors consider the relative value of commercial arbitration in different business situations, pointing out where it can and cannot be used to advantage.

6. U.S. SMALL BUSINESS ADMINISTRATION. *Starting and managing a Small Retail Hardware Store*, by

Dwayne Laws. Washington, GPO, 1965. Pp. 73.

Partial contents: Your financial requirements. Locating your store. Management; the key to success. The selection of a wholesale supplier. Your Grand Opening and early months. Getting results with advertising. Selecting and training good employees. Making your investment pay off. How to check on progress. For further information.

## Economic Conditions

7. ATLANTIC PROVINCES ECONOMIC COUNCIL. *A Development Program for the Atlantic Provinces*. [Halifax] 1965. Pp. 20.

Contents: The case for regional development. The objectives of regional development. Concentration for economic development. Industrial incentives. The Atlantic Provinces in international trade. Summary.

8. ORGANIZATION FOR ECONOMIC CO-OPERATION AND DEVELOPMENT. WORKING PARTY NO. 2 ON POLICIES FOR THE PROMOTION OF ECONOMIC GROWTH. *Policies for Economic Growth; a Report to the Economic Policy Committee by Working Party No. 2 on Policies for the Promotion of Economic Growth*. [Paris, 1962?] Pp. 45.

This report was prepared by a Working Party consisting of officials directly concerned with questions of general economic and financial policy in their respective countries. The Working Party studied the meaning and implications of the growth objective of Member countries, its feasibility, and the changes in policy needed to achieve it.

## Industrial Relations

9. DOHERTY, ROBERT EMMETT. *Teaching Industrial Relations in High Schools; a Survey of Selected Practices*. Ithaca, New York State School of Industrial and Labor Relations, Cornell University [1965, c1964] Pp. 100.

A critical examination of the way industrial relations is taught in high schools visited by the author in the course of his survey. As well, there is reference to texts used by the teachers of these courses.

10. JOINT LABOUR-MANAGEMENT STUDY CONFERENCE, DALHOUSIE UNIVERSITY, Halifax. 3rd, 1964. *The Third Nova Scotia Labour-Management Agreement; Proceedings and Addresses, Joint Labour-Management Study Conference, November 19-20, 1964, held under Auspices of Institute of Public Affairs, Dalhousie University, and Brief of Joint Labour-Management Study Committee to Government of Nova Scotia, January 17, 1965*. Halifax. Institute of Public Affairs, Dalhousie University, 1965. Pp. 41.

The conference reviewed industrial relations in Nova Scotia during the previous seven months after the Provincial Government had made changes in the Nova Scotia Trade Union Act early in 1964.

## ICFTU

The following nine publications were prepared and published by the International Confederation of Free Trade Unions in Brussels.

11. *Collective Bargaining*. (Completely rev.) [1960. Reprinted 1964] Pp. 42.

12. *How to Conduct a Union Meeting*. [1960. Reprinted 1964] Pp. 16.

13. *How to Organize a Union*. [1964]. Pp. 22.

14. *Organizing the Union*. [1960. Reprinted 1964] Pp. 32.

15. *Shop Stewards*. [2nd rev. print.] Pp. 26.

16. *Trade Union Finance*. [1960. Reprinted 1964] Pp. 30.

17. *Trade Union Research*. [1960. Reprinted 1964] Pp. 16.

18. *Trade Unions: What They are; What They do; Their Structure*. [1955. Reprinted 1962] Pp. [64].

19. *Writing Official Letters; Minutes-Note Taking*. [1960. Reprinted 1964] Pp. 16.

#### International Labour Conference

20. INTERNATIONAL LABOUR OFFICE. *Revision of Conventions nos. 35, 36, 37, 38, 39 and 40 concerning Old Age, Invalidity and Survivors' Pensions*. [Part I] *Fifth item on the agenda*. Geneva, 1965. Pp. 107.

At head of title: Report 5(1). International Labour Conference. 50th session, 1966.

21. INTERNATIONAL LABOUR OFFICE. *The Role of Co-operatives in the Economic and Social Development of Developing Countries*. [Part I] *Fourth item on the agenda*. Geneva, 1965. Pp. 40.

At head of title: Report 4(1). International Labour Conference. 50th session, 1966.

#### Labour Organization

22. HERLING, JOHN. *Labor Unions in America*. Washington, R. B. Luce, 1964. Pp. 79.

The author, a syndicated columnist for the Washington Daily News, has written a brief survey of the American trade union movement.

23. U.S. OFFICE OF LABOR-MANAGEMENT POLICY DEVELOPMENT. *Union Constitutions and the Election of Local Union Officers; an Analysis*. Washington, U.S. Dept. of Labor, Labor-Management Services Administration, 1965. Pp. 96.

This study of local election procedures is confined to provisions contained in national union constitutions and bylaws . . . The constitutions of 73 national unions were studied. As well, an examination is made of the nature and extent of changes in the constitutional regulations of local union elections since the passage of the Labor-Management Reporting and Disclosure Act of 1959.

#### Labour Supply

24. CANADA. DEPARTMENT OF LABOUR. ECONOMICS AND RESEARCH BRANCH. *Changes in the Occupational Composition of the Canadian Labour Force, 1931-1961*, by Noah M. Meltz. Ottawa, Queen's Printer, 1965. Pp. 136.

A study of the reasons for "a change in the proportion of the total labour force in different occupations".

25. CANADA. DEPARTMENT OF LABOUR. ECONOMICS AND RESEARCH BRANCH. *Chartbook, Manpower Trends in Canada*. Ottawa, Queen's Printer, 1965. Pp. 40.

The original data on which these charts are based were published . . . in 1963. See *Occupational Trends in Canada, 1931 to 1961*. Research program on the training of skilled manpower, Report no. 11, prepared by Economics and Research Branch, Dept. of Labour.

26. MANPOWER POLICIES SEMINAR, MALAHIDE, EIRE, 1963. *Proceedings*. Dublin, Irish National Productivity Council [1964?] Pp. 141.

Partial contents: Introduction to manpower policy. Opening of Manpower Policies Seminar. Development of manpower policies. The Employment service. Training and retraining. Conclusions reached by the seminar.

27. NATIONAL MANPOWER COUNCIL. *Manpower Policies for a Democratic Society; the Final Statement of the Council*, by Henry David. New York, Columbia University Press, 1965. Pp. 121.

Contents: Manpower: the critical resource. Manpower development: the individual and the family. Manpower development: the larger social setting. Problems and issues. Guidelines for policy.

28. PEITCHINIS, STEPHEN GABRIEL. *The Economics of Labour; Employment and Wages in Canada*. Toronto, McGraw-Hill, 1965. Pp. 142.

The first part of the book deals with the labour market, employment and unemployment while the rest of the book is concerned with wages, wage determination, wage differentials, and other aspects of wages.

29. U.S. BUREAU OF EMPLOYMENT. *Aerospace Employment; Job Market Developments*. Washington, 1965. Pp. 18.

#### Labouring Classes

30. CANADA. DEPARTMENT OF LABOUR. ECONOMICS AND RESEARCH BRANCH. *Wage Determination in Canada*, by George Saunders. Ottawa, Queen's Printer, 1965. Pp. 44.

The purpose of this paper is to describe the economic, institutional and political factors in the wage determination process in Canada and to assess the influence of these factors on recent wages, cost and price developments.

31. CHAMBERLAIN, NEIL W. *The Labor Sector; an Introduction to Labor*

*in the American Economy*. New York, McGraw-Hill, c 1965. Pp. 758.

This is not a revision of [the author's] textbook, *Labor*, as much as it is a new text.

32. NATIONAL INDUSTRIAL CONFERENCE BOARD. *Time off with Pay*, by Mitchell Meyer and Michael E. Edmonds. New York, 1965. Pp. 84.

Analyzes time off with pay practices in 1,600 corporations representing six major types of business: manufacturing, public utilities, banking, insurance, and retail and wholesale trade. Such practices as vacations, holidays, time off to vote, jury duty, reserve military training, and personal time off are considered.

33. U.S. BUREAU OF LABOR STANDARDS. *The Youth You Supervise*. Rev. ed. Washington, GPO, 1965. Pp. 12.

Originally developed with the advice of a Technical Committee on Supervision of Young Workers.

34. U.S. BUREAU OF LABOR STATISTICS. *Major Collective Bargaining Agreements; Supplemental Unemployment Benefit plans and Wage-Employment Guarantees*. Washington, GPO, 1965. Pp. 107.

Partial contents: Prevalence and characteristics of supplemental unemployment benefit plans. The five pattern plans (Ford Motor Co.—UAW; Goodyear Tire and Rubber Co.—United Rubber Workers; Ideal Cement Co.—Cement, Lime and Gypsum Workers; Pittsburgh Plate Glass Co. and the Glass and Ceramic Workers; and U.S. Steel Corp. and the Steelworkers). Variations within major patterns. Other supplemental unemployment benefit plans. Wage-employment guarantees.

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35. COLM, GERHARD. *The Economy of the American People; Progress, Problems, Prospects* [by] Gerhard Colm [and] Theodore Geiger. [2d ed. Washington] National Planning Association, 1961. Pp. 200.

Analyzes the nature and prospects of the American economic system and examines the reasons for high productivity and consumption.

36. BRANDENBURG, FRANK RALPH. *The Development of Latin American Private Enterprise, a Report*. With an introd. by Theodore Geiger. Washington, National Planning Association, 1964. Pp. 136.

37. GEIGER, THEODORE. *The Development of African Private Enterprise; a Report by Theodore Geiger*



and Winifred Armstrong. Washington, National Planning Association, 1964. Pp. 158.

38. NATIONAL PLANNING ASSOCIATION. *Foreign Trade and Foreign Policy; a Statement by the NPA International Committee and a Report by Howard S. Piquet*. Washington, 1962. Pp. 49.

39. NATIONAL PLANNING ASSOCIATION. AGRICULTURE COMMITTEE ON NATIONAL POLICY. *Managing Farm Surpluses; a Statement by the NPA Agriculture Committee and a Report by Frederick V. Waugh*. Washington, 1962. Pp. 90.

40. NATIONAL PLANNING ASSOCIATION. AGRICULTURE COMMITTEE ON NATIONAL POLICY. *The Wheat Problem: Which Road shall we take A Statement by the NPA Agriculture Committee, and a Report by Murray R. Benedict*. Washington, 1962. Pp. 40.

41. NATIONAL PLANNING ASSOCIATION. BUSINESS COMMITTEE ON NATIONAL POLICY. *The Scope and Financing of Urban Renewal and Development; a Statement by the NPA Business Committee and a Report by Peter Wagner*. Washington, 1963. Pp. 59.

#### Unemployment

42. LEBERGOTT, STANLEY, Ed. *Man without Work; the Economics of Unemployment*. Englewood Cliffs, N. J., Prentice-Hall, c1964. Pp. 183.

Contains essays on the present unemployment situation in the U.S., the sections of the labour force that are unem-

ployed, retraining programs, Swedish labour market policies, and some European programs for expanding employment.

43. NATIONAL INDUSTRIAL CONFERENCE BOARD. *Voluntary and Involuntary Unemployment; a Symposium*. Edited by Martin R. Gainsbrugh. New York, 1964. Pp. 52.

Held at the 48th annual meeting of the Conference Board.

Partial contents: The official statistics: what they reveal and conceal [by] Albert E. Rees. The need for job vacancy measures [by] Martin R. Gainsbrugh. Unemployment insurance and unemployment [by] Joseph R. Shaw.

#### Miscellaneous

44. BRADY, DOROTHY S. *Age and the Income Distribution*. Washington, GPO, 1965. Pp. 62.

This report analyzes the distribution of individual incomes of men and women in different age groups in 1941 and in each year since 1947.

45. CANADA. PARLIAMENT. SENATE. STANDING COMMITTEE ON BANKING AND COMMERCE, 1965. *Proceedings of the Standing Committee . . . to which was referred the Bill C-136, intituled: An Act to establish a Comprehensive Program of Old Age Pensions and Supplementary Benefits in Canada payable to and in Respect of Contributors*. Ottawa, Queen's Printer, 1965. Pp. 40.

Includes report. Hearings held March 31 and April 1, 1965 on the proposed Canada Pension Plan. Hon. T. D. Leonard, acting chairman.

46. GREAT BRITAIN. DEPARTMENT OF EDUCATION AND SCIENCE. *The Education of Maladjusted Children*. London, HMSO, 1965. Pp. 34.

47. HUMAN RIGHTS CONFERENCE, DALHOUSIE UNIVERSITY, HALIFAX, 1964. *Selected Papers presented at a Human Rights Conference conducted at Dalhousie University, Friday Evening and Saturday, December 4-5, 1964, by the Halifax Human Rights Advisory Committee in Association with Nineteen Supporting Organizations*. Halifax, Published in association with Halifax Human Rights Advisory Committee by Institute of Public Affairs, Dalhousie University, 1965. Pp. 23.

This conference was concerned with the education, housing, and employment needs of the Negro minority in Nova Scotia.

48. QUEBEC (PROV.) MINISTRE DE L'EDUCATION. *Premier Rapport [1964/65]* Québec, 1965. Pp. 171.

49. U.S. WOMEN'S BUREAU. *Know Your Rights; What a Working Wife should know about Her Legal Rights*. Washington, GPO, 1965. Pp. 14.

Women's Bureau leaflet 39.

50. U.S. BUREAU OF LABOR STATISTICS. *Survey of Consumer Expenditures, 1960-61. Uses of Family Expenditure Data*. Washington, 1965. Pp. 10.

51. U.S. BUREAU OF LABOR STATISTICS. *Wholesale Prices and Price Indexes, 1962*. Washington, GPO, 1965. Pp. 301.

# Statistics Section

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## A—Labour Force

Tables A-1, A-2 and A-3 not available at press time

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## B—Labour Income

**TABLE B-1—Estimates of Labour Income, by Industry**

Year and Month	Monthly Totals				Quarterly Totals*					
	Mining	Manu- facturing	Trans- portation, Storage and Communi- cation†	Forestry	Con- struction	Public utilities	Trade	Finance Services (including Govern- ment)	Supple- men- tary Labour income	Totals‡
(\$ Millions)										
1960—Total.....	563	5,246	1,809	323	1,214	343	2,640	5,100	794	18,245
1961—Total.....	542	5,306	1,862	283	1,252	357	2,740	5,616	820	18,996
1962—Total.....	559	5,699	1,909	300	1,357	378	2,881	6,030	843	20,233
1963—Total.....	572	6,045	2,008	308	1,419	397	3,089	6,601	872	21,546
1964—Total.....	600	6,579	2,129	344	1,584	421	3,358	7,247	910	23,416
1964—										
December.....	51.4	551.5	178.4	—	—	—	—	—	—	1,978.6
1965—										
January.....	52.4	566.1	181.9	—	—	—	—	—	—	1,991.0
February.....	53.3	564.4	180.4	77.5	374.3	107.6	869.0	1,907.1	233.7	1,997.8
March.....	54.2	583.2	178.7	—	—	—	—	—	—	2,035.1
April.....	53.1	587.3	185.1	—	—	—	—	—	—	2,070.6
May.....	55.9	600.0	191.7	27.5	156.6	37.5	305.5	669.4	80.1	2,146.0
June.....	58.0	614.2	192.1	34.4	169.1	38.8	312.0	682.2	81.0	2,211.9
July.....	58.3	601.2	199.8	37.6	185.2	39.4	310.3	655.4	80.9	2,199.1
August.....	58.3	614.2	199.0	36.3	193.3	40.0	312.2	666.7	81.5	2,234.7
September.....	57.4	626.4	208.9	38.0	196.7	39.1	317.4	711.4	82.7	2,305.7
October.....	58.9	636.3	202.1	37.8	201.1	39.2	322.9	697.8	83.0	2,301.0
November**.....	59.4	639.0	201.9	37.6	187.9	38.7	330.1	696.7	83.0	2,291.8
December††.....	58.6	631.0	193.4	31.0	160.4	38.4	334.0	695.2	82.5	2,240.5
Seasonally Adjusted										
1960—Total.....	563	5,246	1,809	323	1,214	343	2,640	5,100	794	18,245
1961—Total.....	542	5,306	1,862	283	1,252	357	2,740	5,616	820	18,996
1962—Total.....	559	5,699	1,909	300	1,357	378	2,881	6,030	843	20,233
1963—Total.....	572	6,045	2,008	308	1,419	397	3,089	6,601	872	21,546
1964—Total.....	600	6,579	2,129	344	1,584	421	3,358	7,247	910	23,416
1964—										
December.....	51.8	563.3	183.7	—	—	—	—	—	—	2,020.2
1965—										
January.....	53.0	578.5	185.9	—	—	—	—	—	—	2,063.0
February.....	53.8	575.3	187.3	91.4	462.6	111.1	889.9	1,925.8	237.2	2,077.1
March.....	55.0	591.5	187.7	—	—	—	—	—	—	2,109.6
April.....	55.1	592.6	189.4	—	—	—	—	—	—	2,121.4
May.....	56.5	594.0	191.4	32.7	152.5	37.5	306.7	657.8	80.0	2,130.0
June.....	56.6	601.2	187.9	31.8	156.4	37.4	303.0	666.3	80.4	2,146.9
July.....	56.0	605.5	193.6	33.1	160.3	38.3	309.3	671.3	80.8	2,169.0
August.....	57.6	611.8	190.5	32.2	164.1	38.9	313.3	681.1	81.0	2,191.6
September.....	57.2	612.1	203.5	31.2	163.1	38.4	316.5	698.3	81.6	2,222.8
October.....	58.3	628.4	198.1	30.5	172.9	38.8	319.5	690.8	82.0	2,240.1
November**.....	59.3	635.4	199.9	31.2	180.1	38.7	321.8	696.3	82.1	2,266.3
December††.....	59.2	643.6	198.8	32.7	188.0	38.7	321.7	698.4	82.7	2,286.0

\*Quarterly figures are entered opposite the middle month of the quarter but represent quarterly totals. The figures in the six columns under "Quarterly Totals" have been published monthly since May 1965. †Includes post office wages and salaries. ‡Figures in this column are for total income, Canada, but are not totals of the figures in the remaining columns of this table, as figures for labour income in Agriculture, Fishing and Trapping are not shown.

\*\*Revised. ††Preliminary.

NOTE: Monthly and quarterly figures may not add to annual totals because of rounding.

SOURCE: Dominion Bureau of Statistics.

## C—Employment, Hours and Earnings

Tables C-1 to C-3 are based on reports from employers having 15 or more employees; at November 1965, employers in the principal non-agricultural industries reported a total employment of 3,437,158.

Tables C-4 and C-5 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-3. They relate to wage-earners for whom statistics of hours of work are also available whereas Tables C-1 to C-3 relate to salaried employees as well as to all wage-earners in the reporting firms.

**TABLE C-1—Employment, Payrolls and Weekly Wages and Salaries**

Year and Month	Industrial Composite <sup>(1)</sup>			Manufacturing		
	Index Numbers (1949 = 100)			Index Numbers (1949 = 100)		
	Employ- ment	Average Weekly Wages and Salaries	Average Weekly Wages and Salaries	Employ- ment	Average Weekly Wages and Salaries	Average Weekly Wages and Salaries
<b>AVERAGES</b>						
1960.....	118.7	176.5	75.83	109.5	177.8	78.19
1961.....	118.1	182.0	78.17	109.9	183.6	80.73
1962.....	121.5	187.6	80.59	113.3	189.2	83.17
1963.....	124.6	194.2	83.43	116.4	196.1	86.24
1964.....	130.4	201.8	86.68	121.9	204.1	89.73
<b>1964—</b>						
November.....	134.7	204.7	87.94	124.4	206.8	90.91
December.....	131.2	199.1	85.53	121.9	201.6	88.66
<b>1965—</b>						
January.....	129.4	207.7	89.21	122.5	201.3	92.46
February.....	129.5	207.9	89.30	122.6	209.4	92.07
March.....	130.9	210.0	90.22	124.3	214.0	94.10
April.....	132.1	210.8	90.55	124.6	214.2	94.18
May.....	136.8	210.9	90.60	127.4	213.4	93.83
June.....	141.0	212.0	91.07	130.3	213.8	94.02
July.....	142.1	212.2	91.18	129.6	211.3	92.90
August.....	144.0	212.5	91.29	132.7	211.9	93.18
September.....	144.0	214.8	92.27	132.2	215.3	94.68
October*.....	143.5	218.1	93.70	132.2	219.1	96.32
November†.....	143.5	217.7	93.51	132.0	219.7	96.60

<sup>(1)</sup>Includes (1) Forestry (chiefly logging), (2) Mining (including milling), quarrying and oil wells, (3) Manufacturing, (4) Construction, (5) Transportation storage and communication, (6) Public utility operation, (7) Trade, (8) Finance, insurance and real estate and (9) Service (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).

\*Revised. †Preliminary. SOURCE: *Employment and Payrolls*, DBS.



**TABLE C-2—Area Summary of Employment and Average Weekly Wages and Salaries**

Areas	Employment index numbers*			Average weekly wages and salaries		
	Nov. 1965	Oct. 1965	Nov. 1964	Nov. 1965	Oct. 1965	Nov. 1964
	(1949 = 100)			\$	\$	\$
PROVINCES						
Atlantic Region.....	123.6	125.2	114.5	76.66	76.76	73.30
Newfoundland.....	169.3	175.7	150.6	82.92	82.27	79.26
Prince Edward Island.....	153.7	159.8	147.1	63.56	64.00	60.26
Nova Scotia.....	106.9	107.4	101.3	74.67	74.87	72.07
New Brunswick.....	121.9	122.4	112.7	76.00	76.37	72.15
Quebec.....	142.5	142.4	134.8	91.49	91.67	86.28
Ontario.....	146.7	146.2	138.0	96.91	96.85	90.70
Prairie Region.....	150.3	151.0	141.3	87.95	89.15	84.07
Manitoba.....	122.9	123.6	118.4	83.21	83.85	79.56
Saskatchewan.....	145.4	146.6	135.7	86.53	87.63	82.65
Alberta (including Northwest Territories).....	185.3	185.8	171.4	92.24	93.96	88.33
British Columbia (including Yukon).....	140.4	141.2	128.8	104.47	104.67	96.83
CANADA.....	143.5	143.5	134.7	93.51	93.70	87.94
URBAN AREAS						
St. John's.....	175.5	175.9	159.7	70.77	71.67	67.26
Sydney.....	78.7	79.2	78.0	88.89	88.72	85.69
Halifax.....	139.9	136.8	131.9	76.31	76.65	74.77
Moncton.....	131.8	125.3	125.1	69.87	70.66	67.19
Saint John.....	116.1	114.7	104.1	75.52	76.09	72.44
Chicoutimi-Jonquiere.....	125.3	124.5	120.2	110.75	108.07	104.73
Quebec.....	140.0	139.7	133.9	80.39	80.48	75.71
Sherbrooke.....	126.8	126.6	123.3	79.54	79.36	75.89
Shawinigan.....	111.5	112.4	107.5	99.10	96.85	92.81
Three Rivers.....	129.3	129.2	125.0	84.90	83.51	80.43
Drummondville.....	100.9	102.0	102.2	73.84	73.51	71.29
Montreal.....	150.0	149.4	140.2	92.77	93.30	87.78
Ottawa-Hull.....	153.1	154.1	145.5	85.86	86.01	81.60
Kingston.....	146.6	147.0	135.7	90.38	90.48	88.18
Peterborough.....	117.8	117.4	110.7	100.40	101.00	96.34
Oshawa.....	261.4	259.1	241.4	124.91	119.75	98.24
Toronto.....	162.7	161.8	154.9	96.35	96.36	91.17
Hamilton.....	137.8	136.8	130.9	100.70	100.92	96.23
St. Catharines.....	141.5	142.9	130.7	109.76	106.98	101.54
Niagara Falls.....	102.7	109.7	104.1	94.49	91.32	89.04
Brantford.....	109.1	109.9	96.8	91.62	92.34	83.94
Guelph.....	155.2	154.3	144.3	86.53	86.78	82.08
Galt.....	142.7	142.7	130.9	84.93	83.48	80.29
Kitchener.....	170.3	168.1	154.2	85.92	86.36	81.26
Sudbury.....	152.8	151.8	140.9	103.56	104.56	98.10
Timmins.....	85.7	87.5	85.6	87.06	85.96	79.58
London.....	160.8	160.1	152.5	87.38	88.83	83.27
Sarnia.....	149.5	146.4	142.4	117.29	116.94	114.39
Windsor.....	106.2	104.6	92.8	111.38	111.09	99.14
Sault Ste. Marie.....	165.5	165.0	160.2	112.34	111.72	107.06
Fort William-Port Arthur.....	136.7	136.0	119.7	94.27	95.05	88.84
Winnipeg.....	126.5	126.5	121.3	79.85	80.50	76.50
Regina.....	166.9	165.1	158.7	84.17	85.28	80.48
Saskatoon.....	171.7	171.9	160.1	79.64	81.23	77.39
Edmonton.....	243.7	243.4	225.1	84.86	86.63	81.71
Calgary.....	217.2	217.9	199.3	90.33	91.21	87.86
Vancouver.....	142.0	140.9	130.1	101.02	100.59	94.18
Victoria.....	134.4	133.2	131.1	89.41	90.19	85.88

\*Latest figures subject to revision. SOURCE: *Employment and Payrolls*, DBS.

**TABLE C-2a—Estimates of Employees by Industry, Provinces and Canada**

<i>Industry</i>	<i>Month and year</i>	<i>Nfld.</i>	<i>P.E.I.</i>	<i>N.S.</i>	<i>N.B.</i>	<i>Que.</i>	<i>Ont.</i>	<i>Man.</i>	<i>Sask.</i>	<i>Alta.</i>	<i>B.C.</i>	<i>Canada</i>
in thousands												
Forestry.....	Nov. 1965†	5.0	0.1	2.2	8.1	25.8	12.7	0.8	0.2	2.4	21.1	78.6
	Oct. 1965‡	5.4	0.2	2.1	8.6	25.7	12.8	0.7	0.2	2.4	21.2	79.3
	Nov. 1964	4.7	0.1	2.1	9.1	28.8	14.5	0.8	0.2	2.3	19.9	82.5
Mines, quarries and oil wells.....	Nov. 1965†	6.3	—	8.2	2.4	25.8	33.9	5.2	5.3	20.0	9.5	116.6
	Oct. 1965‡	6.2	—	8.1	2.5	26.2	33.9	5.3	5.2	19.3	9.6	116.4
	Nov. 1964	5.4	—	7.8	2.1	24.9	31.7	4.9	4.0	18.5	7.9	107.3
Manufacturing industries.....	Nov. 1965†	12.4	2.4	32.3	24.9	484.9	766.0	48.0	14.1	47.2	115.4	1,547.6
	Oct. 1965‡	13.3	2.8	33.4	25.5	487.4	763.3	48.4	14.1	46.7	116.6	1,551.6
	Nov. 1964	11.4	2.4	30.9	23.2	466.2	727.0	46.7	13.8	44.1	108.4	1,474.2
Non-durable goods manufacturing.....	Nov. 1965†	9.1	1.8	16.7	15.8	300.4	336.8	26.0	9.3	25.0	41.7	782.6
	Oct. 1965‡	10.0	2.3	17.4	16.2	303.3	336.4	26.4	9.3	25.3	42.4	788.9
	Nov. 1964	8.8	1.9	16.4	14.2	293.2	328.4	26.6	9.5	23.8	40.0	762.7
Durable goods manufacturing.....	Nov. 1965†	3.3	0.6	15.6	9.1	184.5	429.2	22.0	4.8	22.2	73.7	765.0
	Oct. 1965‡	3.3	0.6	16.0	9.3	184.1	427.0	22.0	4.8	21.4	74.3	762.7
	Nov. 1964	2.6	0.5	14.5	9.1	173.0	398.6	20.2	4.3	20.2	68.5	711.4
Construction.....	Nov. 1965†	10.5	1.6	13.1	11.8	111.5	144.1	14.1	14.4	33.2	35.4	389.8
	Oct. 1965‡	11.5	1.8	13.7	12.4	116.6	151.7	16.2	16.4	36.5	37.0	413.8
	Nov. 1964	8.1	1.2	10.8	9.2	102.6	131.2	14.4	12.4	28.6	29.0	347.4
Transportation, communication and other utilities.....	Nov. 1965†	14.5	2.9	22.3	20.6	166.5	203.8	41.2	26.6	47.3	69.9	615.7
	Oct. 1965‡	15.1	2.7	22.5	20.2	165.4	205.0	41.8	26.9	48.1	70.0	617.8
	Nov. 1964	14.6	2.7	21.9	19.4	158.9	199.5	40.5	26.2	47.0	66.0	598.6
Trade.....	Nov. 1965†	15.6	3.8	29.0	25.6	243.9	369.6	49.8	36.4	72.7	97.9	944.2
	Oct. 1965‡	16.0	3.9	27.9	24.4	239.3	363.6	48.9	35.8	71.6	95.9	927.2
	Nov. 1964	15.1	3.9	27.7	23.2	231.4	356.7	48.1	35.1	67.2	90.3	898.6
Finance, insurance and real estate.....	Nov. 1965†	1.5	0.5	5.7	4.0	69.8	103.2	11.6	7.4	14.0	22.3	239.8
	Oct. 1965‡	1.5	0.5	5.7	4.1	69.6	102.9	11.6	7.3	14.0	21.9	239.3
	Nov. 1964	1.4	0.5	5.4	3.9	66.2	98.3	11.2	6.8	13.6	20.4	227.8
Service (commercial sector)*.....	Nov. 1965†	5.3	1.5	11.2	8.7	137.9	202.1	25.5	15.3	37.5	57.6	502.5
	Oct. 1965‡	5.3	1.6	11.6	9.2	138.8	204.2	25.6	15.3	37.6	57.5	506.8
	Nov. 1964	4.4	1.4	10.7	7.1	120.9	182.5	23.0	13.4	34.9	50.5	448.8
Total—Specified industries.....	Nov. 1965†	71.1	12.9	124.0	106.2	1,266.1	1,835.5	196.2	119.7	274.3	429.1	4,435.0
	Oct. 1965‡	74.3	13.6	125.0	107.0	1,269.0	1,837.5	198.5	121.2	276.3	429.7	4,452.1
	Nov. 1964	65.0	12.0	117.4	97.2	1,199.9	1,741.4	189.6	112.0	256.2	392.3	4,185.1

\*Includes health services (except hospitals); motion picture and recreational services to business management; personal services (except domestic and miscellaneous services).  
†Preliminary figures. ‡Revised. NOTE: Estimates may not add to totals due to rounding. BASIS: Revised Standard Industrial Classification.



TABLE C-3—Industry Summary of Employment and Average Weekly Wages and Salaries

Industries	Employment index numbers*			Average weekly wages and salaries		
	Nov. 1965	Oct. 1965	Nov. 1964	Nov. 1965	Oct. 1965	Nov. 1964
	(1949 = 100)			\$	\$	\$
MINING.....	125.2	124.5	116.5	115.89	115.89	108.89
Metal mining.....	141.6	140.8	131.1	116.44	116.31	108.61
Gold.....	56.4	55.8	60.7	97.00	95.38	89.13
Other metal.....	220.1	219.2	196.5	121.03	121.22	114.20
Iron.....	365.4	365.7	321.2	135.80	138.91	131.37
Uranium.....	—	—	—	134.59	127.47	129.44
Fuels.....	89.8	87.3	83.9	120.03	120.90	114.73
Coal.....	38.4	37.8	38.2	90.04	90.54	87.60
Oil and natural gas.....	301.1	290.4	269.3	135.73	137.13	130.33
Non-metal.....	154.6	159.9	145.9	106.54	106.18	100.11
Asbestos.....	172.2	172.3	167.2	116.45	114.03	112.19
MANUFACTURING.....	132.0	132.2	124.4	96.60	96.32	90.91
Durable goods.....	144.2	143.5	133.0	104.83	104.45	98.02
Non-durable goods.....	121.7	122.7	117.2	88.44	88.36	84.16
Food and beverages.....	124.1	128.0	120.2	83.33	82.96	78.85
Meat products.....	149.4	149.2	142.8	92.24	92.94	88.07
Dairy products.....	125.3	128.3	121.5	80.30	80.89	76.64
Canned and preserved fruits and vegetables.....	128.3	145.2	132.0	70.23	67.48	62.45
Grain mill products.....	95.9	97.3	93.2	92.06	94.10	89.58
Bread and other bakery products.....	116.3	117.1	114.5	80.06	80.27	76.24
Biscuits and crackers.....	99.0	103.7	95.7	75.40	76.60	72.83
Distilled and malt liquors.....	103.2	101.2	98.0	117.86	118.78	111.01
Other beverages.....	157.2	157.6	155.0	86.93	86.96	81.17
Tobacco and tobacco products.....	104.5	81.9	103.6	87.26	96.00	84.36
Rubber products.....	127.1	127.0	119.6	100.93	101.27	95.22
Leather products.....	91.0	89.9	90.7	64.94	63.65	62.37
Boots and shoes (except rubber).....	91.9	90.5	91.6	63.03	61.18	59.93
Other leather products.....	89.3	88.7	88.9	68.49	68.22	66.95
Textile products (except clothing).....	94.6	94.2	91.7	77.58	77.40	74.23
Cotton yarn and broad woven goods.....	77.3	76.7	78.3	75.92	75.43	72.60
Woollen goods.....	67.0	67.0	66.1	71.55	71.83	67.28
Synthetic textiles and silk.....	119.6	120.1	115.0	84.86	83.88	81.42
Clothing (textile and fur).....	104.8	105.8	100.7	59.04	60.17	56.62
Men's clothing.....	110.5	111.2	107.8	57.98	58.56	54.92
Women's clothing.....	114.3	117.9	109.7	58.39	61.49	55.92
Knit goods.....	84.4	83.5	79.0	61.23	61.21	60.10
Fur goods.....	55.8	57.9	58.4	87.57	88.51	82.60
Wood products.....	122.3	123.2	115.2	83.53	83.97	80.02
Saw and planing mills.....	121.2	122.9	116.1	85.67	86.04	82.45
Furniture.....	142.1	141.8	130.2	81.37	81.99	77.57
Other wood products.....	88.8	87.8	80.3	75.12	75.15	69.73
Paper products.....	139.8	141.5	133.7	112.82	112.00	106.10
Pulp and paper mills.....	136.4	138.6	131.9	122.41	120.88	114.63
Other paper products.....	147.9	148.4	138.0	91.93	92.41	86.57
Printing, publishing and allied industries.....	134.8	134.2	126.2	104.21	103.75	98.85
Iron and steel products.....	137.6	137.3	125.7	107.77	108.17	102.89
Agricultural implements.....	82.3	80.9	71.6	114.14	116.40	107.34
Boilers and plate work.....	127.8	125.8	119.2	109.41	110.17	102.54
Fabricated and structural steel.....	196.5	197.3	174.9	108.38	109.88	104.57
Hardware and tools.....	141.3	139.2	131.5	96.01	95.34	90.62
Heating and cooking appliances.....	118.7	120.8	113.7	93.59	95.32	89.03
Iron castings.....	129.0	127.1	112.0	106.01	106.50	100.27
Machinery, industrial machinery.....	173.0	172.0	153.1	106.01	105.87	101.20
Primary iron and steel.....	153.7	154.2	145.0	120.85	121.09	115.55
Sheet metal products.....	131.3	133.1	123.7	101.71	102.80	97.98
Wire and wire products.....	147.3	147.5	132.3	101.56	101.39	101.53

**TABLE C-3—Industry Summary of Employment and Average Weekly Wages and Salaries (Concluded)**

Industries	Employment index numbers*			Average weekly wages and salaries		
	Nov. 1965	Oct. 1965	Nov. 1964	Nov. 1965	Oct. 1965	Nov. 1964
	(1949=100)			\$	\$	\$
Transportation equipment.....	147.1	144.6	134.0	116.92	114.62	103.79
Aircraft and parts.....	257.3	251.9	256.6	118.79	117.22	110.40
Motor vehicles.....	173.3	170.6	156.2	135.47	131.56	108.21
Motor vehicle parts and accessories.....	201.1	195.6	162.3	113.88	109.54	102.92
Railroad and rolling stock equipment.....	64.5	64.4	61.9	99.09	100.33	95.44
Shipbuilding and repairing.....	152.6	150.2	143.7	104.43	104.30	99.57
Non-ferrous metal products.....	144.0	142.8	134.6	107.13	107.23	101.96
Aluminum products.....	147.0	146.0	145.5	104.67	104.14	97.34
Brass and copper products.....	129.8	128.8	116.7	102.21	102.07	101.14
Smelting and refining.....	152.5	151.9	144.9	117.30	117.41	111.14
Electrical apparatus and supplies.....	179.8	179.0	166.7	101.96	101.70	96.32
Heavy electrical machinery.....	132.0	131.2	123.0	108.90	108.13	104.58
Telecommunication equipment.....	311.8	312.2	293.2	99.22	97.98	92.73
Non-metallic mineral products.....	177.4	177.7	164.5	103.42	104.24	98.17
Clay products.....	99.2	99.4	94.6	91.57	91.83	86.56
Glass and glass products.....	199.3	196.7	183.4	97.22	97.06	92.44
Products of petroleum and coal.....	130.0	132.5	141.2	141.83	140.27	133.29
Petroleum refining and products.....	132.3	134.6	144.1	142.90	141.42	133.96
Chemical products.....	148.9	150.0	140.5	109.58	109.67	106.01
Medicinal and pharmaceutical preparations.....	141.9	141.6	129.4	98.82	98.94	95.20
Acids, alkalis and salts.....	160.6	168.9	158.4	126.18	124.14	119.11
Miscellaneous manufacturing industries.....	175.6	176.1	168.0	81.88	81.42	79.32
CONSTRUCTION.....	154.7	160.8	137.8	108.38	109.53	98.52
Building and general engineering.....	163.6	168.9	141.6	116.79	117.20	106.11
Highways, bridges and streets.....	139.8	147.3	131.6	92.09	94.97	85.12
ELECTRIC AND MOTOR TRANSPORTATION.....	68.6	63.9	59.7	64.07	60.49	66.72
SERVICE.....	210.6	211.6	189.2	66.53	66.44	62.29
Hotels and restaurants.....	175.7	177.5	159.8	49.64	49.23	47.32
Laundries and dry cleaning plants.....	176.9	176.1	164.3	57.74	58.01	54.75
INDUSTRIAL COMPOSITE.....	143.5	143.5	134.7	93.51	93.70	87.94

\*Latest figures subject to revision.

NOTE: Information for other industries is given in employment and payrolls. SOURCE: *Employment and Payrolls*, DBS.**TABLE C-4—Hours and Earnings in Manufacturing, Hourly Rated Wage-Earners, by Provinces**

	Average Hours Worked			Average Hourly Earnings*		
	November 1965	October 1965	November 1964	November 1965	October 1965	November 1964
				\$	\$	\$
Newfoundland.....	40.4	39.3	38.9	1.87	1.79	1.83
Nova Scotia.....	40.8	41.2	41.6	1.84	1.82	1.78
New Brunswick.....	41.4	42.1	41.8	1.85	1.83	1.77
Quebec.....	42.3	42.5	42.3	1.93	1.92	1.83
Ontario.....	41.7	41.7	41.1	2.28	2.27	2.13
Manitoba.....	40.4	40.6	40.6	1.92	1.93	1.86
Saskatchewan.....	40.1	41.1	38.8	2.15	2.16	2.11
Alberta (includes Northwest Territories).....	40.2	40.9	40.7	2.20	2.19	2.11
British Columbia (includes Yukon Territory).....	38.1	38.1	38.2	2.68	2.67	2.54

\*Includes shift differential, premium pay for overtime, pay for paid holidays, pay for paid sick leave if paid through payroll but not if paid under insurance plan, incentive bonus but not annual bonus.

NOTE: Information on hours and earnings by cities is obtainable from *Man-Hours and Hourly Earnings*, DBS.Latest figures subject to revision. SOURCE: *Man-Hours and Hourly Earnings*, DBS.



TABLE C-5—Hours and Earnings, Hourly Rated Wage-Earners, by Industry

Industry	Average weekly hours			Average hourly earnings			Average weekly wages		
	Nov.	Oct.	Nov.	Nov.	Oct.	Nov.	Nov.	Oct.	Nov.
	1965	1965	1964	1965	1965	1964	1965	1965	1964
				\$	\$	\$	\$	\$	\$
MINING.....	43.1	43.3	43.0	2.49	2.48	2.34	107.27	107.65	100.68
Metal mining.....	42.7	42.8	42.6	2.58	2.58	2.41	110.02	110.18	102.75
Gold.....	42.8	42.2	43.1	2.07	2.07	1.91	88.53	87.54	82.26
Other metal.....	42.7	42.9	42.5	2.70	2.70	2.57	115.34	115.76	109.03
Copper-gold-silver.....	41.3	40.6	40.9	2.50	2.53	2.32	103.21	102.66	94.82
Iron.....	45.9	47.1	45.9	2.91	2.93	2.81	133.50	137.87	129.06
Uranium.....	40.3	37.4	40.5	3.15	3.16	3.14	126.90	118.34	127.25
Fuels.....	43.2	43.8	43.3	2.37	2.36	2.24	102.34	103.48	96.87
Coal.....	44.2	44.5	44.2	1.99	1.99	1.95	87.80	88.61	85.94
Oil and natural gas.....	42.0	42.8	41.9	2.87	2.87	2.72	120.43	122.77	114.17
Non-metal.....	44.8	45.3	44.4	2.27	2.25	2.17	101.55	102.01	96.20
Asbestos.....	44.6	43.4	44.5	2.49	2.49	2.43	111.05	108.16	108.06
MANUFACTURING.....	41.5	41.6	41.2	2.16	2.15	2.04	89.65	89.37	84.04
Durable goods.....	42.2	42.2	41.7	2.35	2.33	2.21	98.89	98.41	92.04
Non-durable goods.....	40.8	41.0	40.8	1.96	1.95	1.86	79.89	79.98	76.04
Food and beverages.....	40.8	41.2	40.5	1.87	1.84	1.77	76.17	75.84	71.63
Meat products.....	41.5	42.0	41.3	2.12	2.12	2.03	88.03	88.86	83.89
Canned and cured fish.....	36.3	37.6	34.4	1.30	1.26	1.25	47.13	47.19	43.03
Canned and preserved fruits and vegetables.....	39.8	39.3	39.2	1.52	1.49	1.38	60.62	58.55	54.10
Grain mill products.....	41.8	43.2	42.9	2.06	2.07	1.97	85.98	89.54	84.77
Bread and other bakery products.....	41.1	41.0	40.8	1.82	1.82	1.75	74.77	74.71	71.28
Biscuits and crackers.....	39.1	40.1	39.0	1.69	1.67	1.61	65.94	67.11	62.72
Distilled liquors.....	42.8	43.2	41.4	2.49	2.49	2.35	106.68	107.45	97.41
Malt liquors.....	39.9	40.1	39.1	2.70	2.71	2.58	107.72	108.37	100.82
Confectionery.....	40.3	41.2	40.6	1.51	1.53	1.42	60.98	62.94	57.76
Tobacco and tobacco products.....	38.4	37.7	38.9	2.13	2.41	2.01	81.62	90.86	78.45
Rubber products.....	42.3	42.8	42.4	2.23	2.23	2.11	94.52	95.39	89.50
Rubber footwear.....	39.8	41.2	42.4	1.64	1.64	1.57	65.53	67.71	66.40
Other rubber products.....	43.3	43.4	42.4	2.43	2.44	2.31	105.36	106.15	97.85
Leather products.....	40.3	39.3	40.9	1.49	1.49	1.42	59.95	58.47	57.92
Boots and shoes (except rubber).....	40.0	38.4	40.3	1.45	1.46	1.38	58.14	55.95	55.66
Other leather products.....	41.0	41.0	41.9	1.55	1.54	1.49	63.44	63.31	62.29
Textile products (except clothing).....	42.7	42.6	42.7	1.66	1.65	1.58	70.89	70.57	67.62
Cotton yarn and broad woven goods.....	42.7	42.3	42.1	1.70	1.69	1.64	72.46	71.68	68.94
Woollen goods.....	43.6	43.9	42.9	1.51	1.51	1.44	65.87	66.22	61.74
Synthetic textiles and silk.....	42.1	41.8	43.3	1.80	1.79	1.70	75.77	74.97	73.55
Filament yarn and staple fibres.....	40.3	40.7	42.4	2.16	2.16	2.02	87.15	87.80	85.77
Spun yarn and fabrics.....	43.6	42.8	44.2	1.51	1.49	1.43	65.78	63.85	63.15
Clothing (textile and fur).....	38.3	39.0	38.6	1.40	1.41	1.33	53.52	54.95	51.29
Men's clothing.....	38.1	38.5	38.6	1.40	1.40	1.31	53.27	53.99	50.60
Women's clothing.....	35.7	37.3	35.9	1.47	1.51	1.41	52.42	56.34	50.60
Knit goods.....	42.3	42.6	42.8	1.32	1.31	1.26	55.98	56.02	54.01
Wood products.....	41.6	41.8	41.9	1.92	1.91	1.83	79.79	79.91	76.77
Saw and planing mills.....	40.5	40.6	40.8	2.05	2.03	1.98	82.86	82.47	80.64
Plywood and veneer mills.....	39.0	39.1	40.7	2.05	2.04	1.97	80.08	79.90	80.10
Sash, door and planing mills.....	43.8	43.2	43.7	1.68	1.69	1.59	73.59	72.78	69.34
Sawmills.....	39.8	40.3	39.6	2.19	2.15	2.16	87.11	86.65	85.53
Furniture.....	43.9	44.3	44.1	1.74	1.74	1.64	76.35	77.17	72.27
Other wood products.....	42.4	42.9	42.8	1.63	1.63	1.51	69.16	69.97	64.80
Paper products.....	42.2	42.2	42.0	2.53	2.52	2.39	106.98	106.14	100.25
Pulp and paper mills.....	42.3	42.1	41.9	2.76	2.73	2.59	116.55	114.92	108.59
Other paper products.....	42.2	42.5	42.0	2.00	2.00	1.89	84.29	84.97	79.18
Paper boxes and bags.....	42.5	42.6	42.2	2.00	2.01	1.88	84.47	85.61	79.31
Printing, publishing and allied industries.....	39.5	39.6	39.4	2.63	2.61	2.48	103.61	103.38	97.96

**TABLE C-5—Hours and Earnings, by Industry (Concluded)**

Industry	Average weekly hours			Average hourly earnings			Average weekly wages		
	Nov.	Oct.	Nov.	Nov.	Oct.	Nov.	Nov.	Oct.	Nov.
	1965	1965	1964	1965	1965	1964	1965	1965	1964
				\$	\$	\$	\$	\$	\$
Iron and steel products.....	42.1	42.3	42.1	2.45	2.45	2.33	103.03	103.49	98.02
Agricultural implements.....	40.7	41.6	40.5	2.61	2.63	2.43	106.12	109.49	98.29
Boilers and plate work.....	44.4	44.8	43.2	2.35	2.37	2.24	104.49	106.06	96.93
Fabricated and structural steel.....	42.2	43.0	42.5	2.36	2.39	2.26	99.45	102.72	96.32
Hardware and tools.....	43.2	42.9	43.1	2.09	2.08	1.97	90.07	89.23	84.94
Heating and cooking appliances.....	41.4	42.2	41.4	2.11	2.11	1.99	87.40	89.17	82.50
Iron castings.....	43.0	43.2	42.8	2.40	2.41	2.28	103.22	103.90	97.32
Machinery, industrial.....	43.5	43.3	43.3	2.35	2.35	2.22	102.11	101.59	95.94
Primary iron and steel.....	40.6	40.6	41.0	2.86	2.86	2.71	116.20	115.95	111.18
Sheet metal products.....	41.5	42.0	41.7	2.30	2.30	2.20	95.60	96.40	91.53
Wire and wire products.....	41.7	42.1	43.1	2.30	2.29	2.26	95.96	96.37	97.56
*Transportation equipment.....	42.6	41.9	40.4	2.61	2.59	2.40	111.34	108.61	96.87
Aircraft and parts.....	42.7	42.6	41.8	2.54	2.53	2.36	108.54	107.68	98.75
Motor vehicles.....	44.3	43.3	37.8	2.90	2.86	2.60	128.41	123.82	98.03
Motor vehicle parts and accessories.....	43.0	41.5	41.7	2.57	2.52	2.35	110.39	104.71	98.13
Railroad and rolling stock equipment.....	40.2	40.1	40.9	2.42	2.45	2.30	97.26	98.27	93.82
Shipbuilding and repairing.....	41.1	41.0	41.0	2.50	2.50	2.38	102.82	102.41	97.66
*Non-ferrous metal products.....	41.9	41.9	41.3	2.40	2.40	2.31	100.49	100.31	95.29
Aluminum products.....	42.9	43.0	41.5	2.15	2.13	2.04	92.38	91.62	84.86
Brass and copper products.....	42.4	42.3	43.5	2.29	2.29	2.23	97.19	96.75	96.87
Smelting and refining.....	41.1	41.2	40.3	2.69	2.68	2.58	110.86	110.51	103.96
Other non-ferrous metal products.....	42.8	42.7	42.4	1.84	1.86	1.73	78.91	79.39	73.46
*Electrical apparatus and supplies.....	41.5	41.7	41.4	2.15	2.14	2.04	89.05	89.08	84.44
Heavy electrical machinery and equipment....	42.3	42.1	41.9	2.37	2.36	2.27	100.05	99.32	95.33
Telecommunication equipment.....	40.7	40.8	40.5	1.92	1.90	1.82	78.15	77.39	73.62
Batteries.....	42.4	42.9	43.0	2.08	2.09	2.05	88.16	89.57	88.15
Refrigerators, vacuum cleaners and appli- ances.....	39.2	40.1	39.7	2.24	2.22	2.09	87.79	89.02	83.05
Wire and cable.....	44.4	44.3	43.3	2.41	2.42	2.27	106.91	107.02	98.51
Miscellaneous electrical products.....	41.5	41.9	41.8	2.04	2.04	1.95	84.85	85.53	81.54
*Non-metallic mineral products.....	44.2	44.8	44.4	2.23	2.24	2.10	98.47	100.09	93.29
Clay products.....	42.5	42.8	43.2	2.01	2.00	1.88	85.32	85.42	81.16
Glass and glass products.....	42.1	42.0	41.7	2.21	2.22	2.13	93.11	93.47	88.82
Products of petroleum and coal.....	42.5	42.5	42.5	2.98	2.98	2.87	126.95	126.51	121.86
Petroleum refining and products.....	42.5	42.5	42.3	3.03	3.02	2.90	128.55	128.32	122.74
Chemical products.....	41.2	41.4	41.0	2.32	2.33	2.26	95.70	96.30	92.88
Medicinal and pharmaceutical preparations	40.0	39.7	39.6	1.83	1.86	1.77	73.22	73.79	69.84
Acids, alkalis and salts.....	42.1	41.6	41.1	2.73	2.71	2.60	114.85	112.98	106.94
Fertilizers.....	41.5	41.4	42.0	2.46	2.46	2.31	102.02	101.91	96.86
Paints and varnishes.....	41.4	41.8	40.6	2.15	2.15	2.05	88.92	89.68	83.25
Miscellaneous manufacturing industries.....	41.6	41.6	41.8	1.70	1.68	1.66	70.59	70.12	69.19
Professional and scientific equipment.....	41.2	40.8	40.7	1.97	1.97	1.96	81.10	80.52	79.83
CONSTRUCTION.....	41.8	43.2	41.5	2.54	2.51	2.31	106.42	108.40	95.98
Building and general engineering.....	41.6	42.4	41.2	2.76	2.74	2.52	114.82	116.03	103.83
Building.....	40.7	41.4	40.3	2.75	2.71	2.53	112.01	112.35	101.75
General engineering.....	46.5	47.2	46.3	2.86	2.84	2.51	132.96	134.07	116.17
Highways, bridges and streets.....	42.4	44.9	42.2	2.04	2.03	1.88	86.68	91.10	79.53
ELECTRIC AND MOTOR TRANSPORTATION..	44.5	45.1	44.5	2.22	2.22	2.10	98.86	99.96	93.52
SERVICE.....	36.3	36.6	36.7	1.34	1.33	1.24	48.49	48.73	45.45
Hotels and restaurants.....	35.5	35.7	36.1	1.26	1.25	1.20	44.83	44.77	43.33
Laundries and dry cleaning plants.....	39.2	39.7	39.8	1.26	1.25	1.18	49.18	49.69	46.85

\*Durable manufactured goods industries.

Latest figures subject to revision.

 SOURCE: *Man-Hours and Hourly Earnings*, DBS.



**TABLE C-6—Earnings and Hours of Hourly Rated Wage-Earners in Manufacturing**

Period	Hours Worked Per Week	Average Hourly Earnings	Average Weekly Wages	Index Number of Average Weekly Wages (1949=100)	
				Current Dollars	1949 Dollars
		\$	\$		
Monthly Average 1960.....	40.4	1.78	71.96	172.4	134.5
Monthly Average 1961.....	40.6	1.83	74.27	177.9	137.7
Monthly Average 1962.....	40.7	1.88	76.55	183.4	140.1
Monthly Average 1963.....	40.8	1.95	79.40	190.2	142.8
Monthly Average 1964.....	41.0	2.02	82.90	198.6	146.5
Last Pay Period in:					
1964—November.....	41.2	2.04	84.04	201.3	147.2
December.....	38.8	2.08	80.65	193.2	141.1
1965—January.....	41.0	2.08	85.34	204.5	149.0
February.....	40.6	2.08	84.48	202.4	147.4
March.....	41.3	2.11	87.07	208.6	151.5
April.....	41.1	2.11	86.96	208.3	151.0
May.....	41.1	2.11	86.63	207.4	149.2
June.....	41.2	2.11	86.89	208.2	149.2
July.....	40.8	2.09	85.36	204.8	146.9
August.....	41.1	2.09	86.01	206.1	148.2
September.....	41.3	2.13	87.88	210.5	151.1
October*.....	41.6	2.15	89.37	214.1	152.7
November†.....	41.5	2.16	89.65	214.8	152.6

NOTE: The index of average weekly wages in 1949 dollars is computed by dividing the index of average weekly wages in current dollars by the Consumer Price Index. For a more complete statement of uses and limitations of the adjusted figures see *Man-Hours and Hourly Earnings*.

\*Revised. †Preliminary. SOURCE: *Man-Hours and Hourly Earnings*, DBS.

## D-National Employment Service Statistics

Statistics presented in the following tables relate to registrations for employment and vacancies notified by employers at NES offices. These data are derived from reports

prepared in National Employment Service offices and processed in the Unemployment Insurance Section DBS. See also Technical Note, page 67, Jan.-Feb. issue.

**TABLE D-1—Unfilled Vacancies and Registrations on Hand**

<i>Period</i>	<i>Unfilled Vacancies†</i>			<i>Registrations on Hand</i>		
	<i>Male</i>	<i>Female</i>	<i>Total</i>	<i>Male</i>	<i>Female</i>	<i>Total</i>
End of:						
February 1961.....	8,786	9,513	18,299	691,351	186,991	878,342
February 1962.....	12,308	13,073	25,381	585,555	161,992	747,547
February 1963.....	13,412	13,930	27,342	591,207	163,864	755,071
February 1964.....	18,323	17,154	35,477	508,125	154,378	662,503
February 1965.....	23,167	16,364	39,531	453,555	153,426	606,981
March 1965.....	27,436	19,898	47,334	447,673	149,274	596,947
April 1965.....	35,094	24,548	59,642	397,193	142,760	539,953
May 1965.....	38,765	26,560	65,325	277,216	124,123	401,339
June 1965.....	36,285	24,739	61,024	238,646	144,684	383,330
July 1965.....	36,995	23,608	60,603	207,721	132,254	339,975
August 1965.....	40,318	30,236	70,554	173,158	111,601	284,759
September 1965.....	43,058	28,809	71,867	144,812	100,407	245,219
October 1965.....	38,929	23,901	62,830	155,644	104,993	260,637
November 1965.....	48,183	27,246	75,429	218,819	118,073	336,892
December 1965.....	30,037	20,866	50,903	316,440	125,750	442,190
January 1966*.....	26,286	17,524	43,810	404,298	147,105	551,403
February 1966*.....	26,192	18,699	44,891	414,592	149,214	563,806

\*Latest figures subject to revision.

†Current Vacancies only. Deferred Vacancies are excluded.

SOURCE: National Employment Service.

**TABLE D-2—Registrations Received, Vacancies Notified and Placements Effected from 1962-1965 and in January 1965-January 1966**

<i>Year and month</i>	<i>Registrations received</i>		<i>Vacancies notified</i>		<i>Placements effected</i>	
	<i>Male</i>	<i>Female</i>	<i>Male</i>	<i>Female</i>	<i>Male</i>	<i>Female</i>
1962—Year.....	3,177,423	1,171,111	1,010,365	544,795	897,285	438,471
1963—Year.....	2,912,511	1,130,539	938,052	507,910	790,381	387,728
1964—Year.....	2,894,099	1,170,889	1,030,199	530,575	845,696	395,380
1965—Year.....	2,741,172	1,165,713	1,088,752	545,951	865,445	392,277
1965—January.....	272,107	100,622	65,179	34,426	53,989	23,938
1965—February.....	207,415	79,029	62,727	32,744	49,152	22,308
March.....	236,435	87,317	81,598	41,971	62,519	27,678
April.....	212,743	84,512	89,202	42,378	67,731	26,976
May.....	191,819	86,629	103,280	47,189	81,804	32,057
June.....	227,386	112,387	96,397	48,555	79,344	34,544
July.....	213,029	105,862	91,126	48,495	73,347	38,034
August.....	203,613	98,611	102,786	60,863	78,643	42,910
September.....	204,572	102,142	116,261	55,870	90,690	41,419
October.....	192,182	92,918	92,067	39,869	73,120	29,113
November.....	276,347	113,148	116,125	47,977	84,320	31,113
December.....	303,524	102,536	72,004	45,614	70,786	42,187
1966—January*.....	287,704	98,603	72,912	34,959	60,237	26,037

\*Preliminary. SOURCE: National Employment Service.



**TABLE D-3—Placements Effected, by Industry and by Sex, in January 1966\***

<i>Industry group</i>	<i>Male</i>	<i>Female</i>	<i>Total</i>	<i>Change from January 1965</i>	
AGRICULTURE, FISHING, TRAPPING.....	530	31	561	—	200
FORESTRY.....	1,210	31	1,241	—	450
MINING, QUARRYING AND OIL WELLS.....	864	68	932	—	30
Metal mining.....	502	13	515	+	57
Fuels.....	205	41	246	—	81
Non-Metal mining.....	29	3	32	—	16
Quarrying, clay and sand pits.....	32	—	32	+	1
Prospecting.....	96	11	107	+	9
MANUFACTURING.....	13,461	6,580	20,041	+	679
Foods and beverages.....	1,136	853	1,989	—	94
Tobacco and tobacco products.....	13	26	39	+	11
Rubber products.....	224	77	301	+	93
Leather products.....	302	300	602	+	90
Textile products (except clothing).....	583	321	904	—	52
Clothing (textile and fur).....	514	1,905	2,419	+	157
Wood products.....	1,793	228	2,021	+	56
Paper products.....	938	218	1,156	+	133
Printing, publishing and allied industries.....	623	403	1,026	+	77
Iron and steel products.....	3,048	422	3,470	+	573
Transportation equipment.....	1,713	284	1,997	—	825
Non-ferrous metal products.....	470	172	642	—	4
Electrical apparatus and supplies.....	605	481	1,086	+	104
Non-metallic mineral products.....	409	133	542	+	61
Products of petroleum and coal.....	32	17	49	—	6
Chemical products.....	597	276	873	+	124
Miscellaneous manufacturing industries.....	461	464	925	+	181
CONSTRUCTION.....	8,365	202	8,567	+	852
General contractors.....	5,596	120	5,716	+	886
Special trade contractors.....	2,769	82	2,851	—	34
TRANSPORTATION, STORAGE AND COMMUNICATION.....	6,553	326	6,879	+	2,104
Transportation.....	6,139	126	6,265	+	1,945
Storage.....	278	43	321	+	41
Communication.....	136	157	293	+	118
PUBLIC UTILITY OPERATION.....	195	43	238	+	33
TRADE.....	7,772	3,522	11,294	+	982
Wholesale.....	3,101	1,158	4,259	+	399
Retail.....	4,671	2,364	7,035	+	583
FINANCE, INSURANCE AND REAL ESTATE.....	841	989	1,830	+	102
SERVICE.....	20,446	14,245	34,691	+	4,275
Community or public service.....	1,076	1,367	2,443	+	326
Government service.....	10,242	4,514	14,756	+	2,340
Recreation service.....	303	177	480		0
Business service.....	910	578	1,488	—	609
Personal service.....	7,915	7,609	15,524	+	2,218
GRAND TOTAL.....	60,237	26,037	86,274	+	8,347

\*Preliminary.

SOURCE: National Employment Service.

**TABLE D-4—Registrations on Hand, by Occupation and by Sex, at January 31, 1966\***

Occupational Group	Registrations on Hand		
	Male	Female	Total
Professional and managerial workers.....	8,047	2,187	10,234
Clerical workers.....	18,797	45,348	64,145
Sales workers.....	7,904	16,759	24,663
Personal and domestic service workers.....	39,426	30,227	69,653
Seamen.....	4,194	107	4,301
Agriculture, fishing, forestry (ex. log.).....	8,502	806	9,308
Skilled and semi-skilled workers.....	170,557	19,510	190,067
Food and kindred products (incl. tobacco).....	1,575	566	2,141
Textiles, clothing, etc.....	2,410	12,325	14,735
Lumber and lumber products.....	18,476	135	18,611
Pulp, paper (incl. printing).....	1,221	411	1,632
Leather and leather products.....	866	880	1,746
Stone, clay and glass products.....	607	49	656
Metalworking.....	10,696	888	11,584
Electrical.....	1,656	993	2,649
Transportation equipment.....	917	58	975
Mining.....	1,314	—	1,314
Construction.....	56,202	—	56,202
Transportation (except seamen).....	33,849	115	33,964
Communications and public utility.....	813	5	818
Trade and service.....	5,054	1,884	6,938
Other skilled and semi-skilled.....	23,357	862	24,219
Foremen.....	4,624	302	4,926
Apprentices.....	6,920	37	6,957
Unskilled workers.....	146,871	32,161	179,032
Food and tobacco.....	6,912	10,347	17,259
Lumber and lumber products.....	15,797	541	16,338
Metalworking.....	4,199	757	4,956
Construction.....	78,319	2	78,321
Other unskilled workers.....	41,644	20,514	62,158
<b>GRAND TOTAL.....</b>	<b>404,298</b>	<b>147,105</b>	<b>551,403</b>

\*Preliminary. SOURCE: National Employment Service.

**TABLE D-5—Registrations on Hand, by Local Office Areas, at January 31, 1966**

Registrations on Hand			Registrations on Hand			Registrations on Hand		
Office	*	Previous Year	Office	*	Previous Year	Office	*	Previous Year
Jan. 31, 1966	Jan. 29, 1965		Jan. 31, 1966	Jan. 29, 1965		Jan. 31, 1966	Jan. 29, 1965	
<b>NEWFOUNDLAND.....</b>	<b>25,096</b>	<b>26,347</b>	Liverpool.....	583	660	Saint John.....	2,660	3,262
Corner Brook.....	5,165	5,154	New Glasgow.....	3,019	3,147	St. Stephen.....	1,641	1,334
Grand Falls.....	2,614	2,483	Springhill.....	829	845	Sussex.....	491	579
St. John's.....	17,317	18,710	Sydney.....	4,501	4,423	Woodstock.....	1,162	1,293
			Sydney Mines.....	1,640	1,744			
<b>PRINCE EDWARD</b>			Truro.....	2,021	1,691	<b>QUEBEC.....</b>	<b>173,609</b>	<b>185,320</b>
<b>ISLAND.....</b>	<b>4,920</b>	<b>5,148</b>	Yarmouth.....	3,167	3,265	Alma.....	1,617	1,401
Charlottetown.....	3,255	3,459				Asbestos.....	804	864
Summerside.....	1,665	1,689	<b>NEW BRUNSWICK.....</b>	<b>29,980</b>	<b>30,967</b>	Baie Comeau.....	1,537	1,474
			Bathurst.....	5,710	6,259	Beauharnois.....	980	1,205
<b>NOVA SCOTIA.....</b>	<b>27,610</b>	<b>29,099</b>	Campbellton.....	2,529	2,763	Buckingham.....	1,016	1,078
Amherst.....	1,091	1,067	Edmundston.....	2,202	2,344	Causapscal.....	1,742	1,818
Bridgewater.....	1,680	1,886	Fredericton.....	1,769	1,697	Chandler.....	2,605	2,535
Halifax.....	5,523	6,175	Minto.....	294	319	Chicoutimi.....	2,239	2,341
Inverness.....	972	1,140	Moncton†.....	8,198	8,002	Cowansville.....	520	536
Kentville.....	2,584	3,056	Newcastle.....	3,324	3,115	Dolbeau.....	1,446	1,036



**TABLE D-5—Registrations on Hand, by Local Office Areas, at January 31, 1966 (Concluded)**

Registrations on Hand			Registrations on Hand			Registrations on Hand		
Office	*	Previous Year Jan. 29, 1965	Office	*	Previous Year Jan. 29, 1965	Office	*	Previous Year Jan. 29, 1965
Drummondville.....	2,792	2,722	Fort Erie.....	721	698	MANITOBA.....	22,886	26,781
Farnham.....	481	660	Fort Frances.....	728	805	Brandon.....	2,154	2,598
Forestville.....	1,227	1,049	Fort William.....	2,049	2,482	Dauphin.....	1,414	1,554
Gaspé.....	1,976	1,901	Galt.....	899	1,279	Flin Flon.....	212	215
Granby.....	2,191	2,336	Gananoque.....	347	351	Portage la Prairie.....	1,098	1,264
Hull.....	4,699	4,896	Goderich.....	440	584	The Pas.....	391	529
Joliette.....	4,809	4,378	Guelph.....	1,356	1,254	Winnipeg.....	17,617	20,621
Jonquière.....	2,364	2,721	Hamilton.....	11,535	11,312	SASKATCHEWAN.....	18,841	21,606
Lachute.....	748	920	Hawkesbury.....	1,026	1,069	Estevan.....	293	510
Lac-Mégantic.....	1,105	1,408	Kapuskasing.....	596	442	Lloydminster.....	469	514
La Malbaie.....	2,339	2,563	Kenora.....	1,065	1,264	Moose Jaw.....	1,391	1,639
La Tuque.....	735	801	Kingston.....	2,163	2,423	North Battleford.....	1,259	1,475
Lévis.....	3,865	4,539	Kirkland Lake.....	830	747	Prince Albert.....	2,320	2,708
Louiseville.....	1,165	1,221	Kitchener.....	1,931	2,379	Regina.....	4,918	5,298
Magog.....	818	970	Leamington.....	832	792	Saskatoon.....	4,554	5,086
Maniwaki.....	860	807	Lindsay.....	663	809	Swift Current.....	1,012	1,192
Matane.....	2,603	2,440	Listowel.....	237	357	Weyburn.....	368	478
Mont-Laurier.....	745	938	London.....	4,863	5,047	Yorkton.....	2,257	2,706
Montmagny.....	1,851	2,193	Long Branch.....	3,152	3,563	ALBERTA.....	27,142	32,220
Montréal.....	52,146	58,897	Midland.....	1,316	1,517	Blairmore.....	303	490
New Richmond.....	1,875	1,871	Napanee.....	754	737	Calgary.....	8,622	10,002
Port Alfred.....	1,045	1,189	New Liskeard.....	396	471	Drumheller.....	470	530
Québec.....	15,622	15,251	Newmarket.....	1,266	1,355	Edmonton.....	11,428	13,964
Rimouski.....	3,312	3,304	Niagara Falls.....	2,583	2,743	Edson.....	285	305
Rivière-du-Loup.....	4,815	4,542	North Bay.....	1,688	1,759	Grande Prairie.....	757	893
Roberval.....	1,628	1,183	Oakville.....	1,485	753	Lethbridge.....	2,693	3,031
Rouyn.....	1,718	1,677	Orillia.....	1,007	1,241	Medicine Hat.....	1,269	1,440
Ste. Agathe des Monts..	1,016	1,237	Oshawa.....	3,986	6,091	Red Deer.....	1,315	1,565
Ste. Anne de Bellevue..	1,196	1,465	Ottawa.....	6,553	7,394	BRITISH COLUMBIA....	67,196	71,426
Ste. Thérèse.....	2,316	2,368	Owen Sound.....	1,521	1,752	Abbotsford.....	1,593	1,800
St. Hyacinthe.....	2,097	2,211	Parry Sound.....	502	519	Chilliwack.....	2,438	2,537
St. Jean.....	2,140	2,653	Pembroke.....	1,526	1,719	Courtenay.....	1,596	1,963
St. Jérôme.....	1,905	2,156	Perth.....	622	697	Cranbrook.....	1,057	962
Sept-Iles.....	1,909	2,127	Peterborough.....	2,726	2,893	Dawson Creek.....	1,033	1,273
Shawinigan.....	3,779	4,462	Picton.....	557	646	Duncan.....	943	1,418
Sherbrooke.....	6,051	5,864	Port Arthur.....	2,689	3,094	Kamloops.....	2,269	2,275
Sorel.....	2,211	2,330	Port Colborne.....	692	777	Kelowna.....	1,824	1,908
Thetford Mines.....	1,795	2,118	Prescott.....	773	941	Nanaimo.....	1,385	1,561
Trois-Rivières.....	5,090	5,550	Renfrew.....	447	555	Nelson.....	944	1,022
Val d'Or.....	1,523	1,290	St. Catharines.....	3,723	3,518	New Westminster.....	8,987	9,828
Valleyfield.....	1,917	2,392	St. Thomas.....	763	939	Penticton.....	2,165	2,549
Victoriaville.....	2,206	2,443	Sarnia.....	2,122	2,474	Port Alberni.....	931	1,192
Ville St. Georges.....	2,418	2,989	Sault Ste. Marie.....	2,473	2,932	Prince George.....	2,125	1,894
ONTARIO.....	154,123	171,128	Simcoe.....	962	1,324	Prince Rupert.....	1,772	1,883
Amnrior.....	296	431	Smiths Falls.....	539	573	Quesnel.....	875	848
Barrie.....	1,489	1,579	Stratford.....	460	860	Trail.....	849	976
Belleville.....	1,962	2,085	Sturgeon Falls.....	690	738	Vancouver.....	27,114	28,554
Bracebridge.....	1,140	1,367	Sudbury.....	3,070	3,656	Vernon.....	2,039	2,106
Brampton.....	1,226	1,524	Tillsonburg.....	415	439	Victoria.....	4,837	4,328
Brantford.....	2,382	2,078	Timmins.....	1,506	1,744	Whitehorse.....	420	549
Brockville.....	615	714	Toronto.....	39,728	44,803	CANADA.....	551,403	600,042
Carleton Place.....	399	528	Trenton.....	918	895	Males.....	404,298	447,847
Chatham.....	1,887	2,060	Walkerton.....	609	856	Females.....	147,105	152,195
Cobourg.....	705	1,009	Wallaceburg.....	699	688			
Collingwood.....	1,023	935	Welland.....	1,708	2,177			
Cornwall.....	2,686	2,650	Weston.....	3,405	3,744			
Elliot Lake.....	296	426	Windsor.....	5,157	5,332			
			Woodstock.....	549	739			

\*Preliminary. †Includes registrations reported by the Îles-de-Madeleine, Que. local office.  
SOURCE: National Employment Service.

# E—Unemployment Insurance

Unemployment insurance statistics are concerned with numbers of persons covered by insurance and claimants for benefit at Unemployment Insurance Commission local offices. The data are compiled in the Unemployment Insurance Section, DBS, from information supplied by the UIC. The

**TABLE E-1—Estimates of the Insured Population under the Unemployment Insurance Act**

<i>End of</i>	<i>Total</i>	<i>Employed</i>	<i>Claimants</i>
1965—November.....	4,785,000	4,540,400	244,600
October.....	4,680,000	4,509,600	170,400
September.....	4,678,000	4,520,700	157,300
August.....	4,696,000	4,523,500	172,500
July.....	4,650,000	4,465,600	184,400
June.....	4,601,000	4,420,300	180,700
May.....	4,514,000	4,284,500	229,500
April.....	4,594,000	4,131,100	462,900
March.....	4,626,000	4,087,000	539,000
February.....	4,605,000	4,045,800	559,200
January.....	4,592,000	4,044,200	547,800
1964—December.....	4,582,000	4,103,800	478,200
November.....	4,491,000	4,216,500	274,500

SOURCE: *Statistical Report on the Operation of the Unemployment Insurance Act*, DBS.

source for Tables E-1 to E-4 is "The Statistical Report on the Operation of the Unemployment Insurance Act." For further information regarding the nature of the data see Technical Note, page 48, Jan.-Feb. issue.

**TABLE E-4—Benefit Payments, by Province, December 1965**

<i>Province</i>	<i>Weeks Paid*</i>	<i>Amount of Benefit Paid</i>
Newfoundland.....	49,115	1,193,872
Prince Edward Island.....	9,782	224,637
Nova Scotia.....	45,124	1,017,228
New Brunswick.....	49,310	1,145,273
Quebec.....	289,075	6,965,434
Ontario.....	236,987	5,731,062
Manitoba.....	36,210	933,881
Saskatchewan.....	25,248	648,549
Alberta.....	38,413	1,003,928
British Columbia (including Yukon Territory)	86,588	2,319,898
Total, Canada, December 1965.....	865,852	21,183,762
Total, Canada, November 1965.....	530,607	12,614,802
Total, Canada, December 1964.....	994,978	24,497,865

\*"Weeks paid" represents the total of complete and partial weeks of benefit paid during the month.

SOURCE: *Statistical Report on the Operation of the Unemployment Insurance Act*, DBS.

**TABLE E-3—Initial and Renewal Claims for Benefit, by Province, December 1965**

<i>Province</i>	<i>Claims filed at Local Offices</i>			<i>Disposal of Claims and Claims Pending at End of Month</i>			
	<i>Total*</i>	<i>Initial</i>	<i>Renewal</i>	<i>Total Disposed of†</i>	<i>Entitled to Benefit</i>	<i>Not Entitled to Benefit</i>	<i>Pending</i>
Newfoundland.....	20,334	18,481	1,853	17,768	15,379	2,389	6,035
Prince Edward Island.....	3,516	3,205	311	3,207	2,942	265	1,065
Nova Scotia.....	16,887	13,805	3,082	13,436	11,546	1,890	6,347
New Brunswick.....	17,288	14,660	2,628	15,156	12,997	2,159	5,736
Quebec.....	80,496	59,564	20,932	66,341	52,863	13,478	35,585
Ontario.....	65,458	49,364	16,094	55,877	44,329	11,548	25,981
Manitoba.....	9,921	7,932	1,989	10,012	8,043	1,969	2,631
Saskatchewan.....	7,935	6,493	1,442	7,302	5,758	1,544	3,118
Alberta.....	9,635	7,587	2,048	10,005	7,716	2,289	3,333
British Columbia (incl. Yukon Territory).....	30,704	23,664	7,040	26,352	20,604	5,748	12,144
Total, Canada, December 1965.....	262,174	204,755	57,419	225,456	182,177	43,279	101,975
Total, Canada, November 1965.....	151,540	110,792	40,748	116,672	82,700	33,972	65,257
Total, Canada, December 1964.....	316,380	241,898	74,482	265,533	221,481	44,052	128,082

\*In addition, revised claims received numbered 35,834. †In addition, 34,240 revised claims were disposed of. Of these, 3,299 were special requests not granted and 1,626 appeals by claimants. There were 8,675 revised claims pending at the end of the month.

SOURCE: *Statistical Report on the Operation of the Unemployment Insurance Act*, DBS.



**TABLE E-2—Claimants Currently Reporting to Local Offices by Number of Weeks on Claim, Province and Sex, at December 31, 1965**

Province and sex	Total Claimants	Number of weeks on claim (based on 20 per cent sample)				Total Claimants	
		1-4	5-13	14-26	27 or more*	Nov. 30 1965	Dec. 31 1964
CANADA.....	417,970	281,674	83,701	33,073	19,522	244,617	478,244
Male.....	304,996	223,536	55,375	15,941	10,144	160,353	360,162
Female.....	112,974	58,138	28,326	17,132	9,378	84,264	118,082
Newfoundland.....	26,540	21,757	3,507	944	332	9,757	27,465
Male.....	24,824	20,914	3,119	591	200	8,300	25,641
Female.....	1,716	843	388	353	132	1,457	1,824
Prince Edward Island.....	5,132	4,353	619	131	29	2,004	5,342
Male.....	4,135	3,633	444	53	5	1,386	4,315
Female.....	997	720	175	78	24	618	1,027
Nova Scotia.....	25,224	17,547	4,560	1,750	1,367	12,698	27,748
Male.....	21,046	15,439	3,568	1,140	899	9,460	23,436
Female.....	4,178	2,108	992	610	468	3,238	4,312
New Brunswick.....	25,827	19,267	4,327	1,234	999	12,458	28,196
Male.....	20,188	16,019	2,773	735	661	8,635	22,878
Female.....	5,639	3,248	1,554	499	338	3,823	5,318
Quebec.....	132,668	87,194	29,946	10,280	5,248	82,095	144,373
Male.....	97,899	68,853	21,151	5,195	2,700	56,605	109,731
Female.....	34,769	18,341	8,795	5,085	2,548	25,490	34,642
Ontario.....	106,985	67,929	20,534	11,209	7,313	68,630	127,351
Male.....	66,629	46,956	11,244	4,909	3,520	37,960	83,521
Female.....	40,356	20,973	9,290	6,300	3,793	30,670	43,830
Manitoba.....	17,095	10,939	3,815	1,433	908	8,530	21,047
Male.....	12,208	8,578	2,511	637	482	5,730	15,751
Female.....	4,887	2,361	1,304	796	426	2,800	5,296
Saskatchewan.....	12,573	8,804	2,555	806	408	6,686	15,621
Male.....	9,537	7,392	1,665	318	162	4,377	12,561
Female.....	3,036	1,412	890	488	246	2,309	3,060
Alberta.....	17,355	11,462	4,045	1,170	678	12,132	23,786
Male.....	12,757	9,214	2,699	411	433	7,941	18,525
Female.....	4,598	2,248	1,346	759	245	4,191	5,261
British Columbia.....	48,571	32,422	9,793	4,116	2,240	29,627	57,315
Male.....	35,773	26,538	6,201	1,952	1,082	19,959	43,803
Female.....	12,798	5,884	3,592	2,164	1,158	9,668	13,512

\*The bulk of the cases in this group were on claim from 27-39 weeks.

NOTE: Values less than 50 subject to relatively large sampling variability.

Counted on last working day of the month.

SOURCE: *Statistical Report on the Operation of the Unemployment Insurance Act*, DBS.

NOTE: In the March issue, in the heading of Table E-2, the date was inadvertently given as December 31, instead of November 30, 1965. In Tables E-3 and E-4, the month in the headings should have been November instead of December.

## F—Prices

**TABLE F-1—Total and Main Components of the Consumer Price Index**

	<i>Total</i>	<i>Food</i>	<i>Housing</i>	<i>Clothing</i>	<i>Trans- portation</i>	<i>Health and Personal Care</i>	<i>Recreation and Reading</i>	<i>Tobacco and Alcohol</i>
(1949=100)								
1960—Year.....	129.0	122.2	132.7	110.9	140.3	154.5	144.3	115.8
1961—Year.....	129.2	124.0	133.2	112.5	140.6	155.3	146.1	116.3
1962—Year.....	130.7	126.2	134.8	113.5	140.4	158.3	147.3	117.8
1963—Year.....	133.0	130.3	136.2	116.3	140.4	162.4	149.3	118.1
1964—Year.....	135.4	132.4	138.4	119.2	142.0	167.8*	151.8	120.2
1965—February.....	137.2	133.1	140.1	119.5	146.3	173.5*	153.4	121.8
March.....	137.3	133.3	140.2	120.4	145.6	173.5*	153.4	121.9
April.....	137.7	133.4	140.3	121.2	145.9	175.0*	153.5	121.9
May.....	138.0	134.5	140.0	121.0	146.8	175.6	154.6	122.5
June.....	139.0	137.6	140.6	121.1	147.0	175.4	155.0	122.5
July.....	139.5	139.0	141.1	121.1	147.0	175.4	154.6	122.5
August.....	139.4	137.8	141.2	120.7	147.9	175.8	154.6	122.6
September.....	139.1	136.4	141.5	121.4	148.7	176.0	154.0	122.6
October.....	139.3	135.7	141.6	123.2	148.7	177.0	154.2	122.6
November.....	140.2	138.2	142.0	123.7	148.7	177.9	155.0	122.3
December.....	140.8	139.6	142.4	123.8	148.8	177.9	155.4	122.3
1966—January.....	141.2	140.6	142.9	122.7	149.1	178.1	155.4	123.1
February.....	142.1	142.5	143.1	123.3	150.0	178.1	156.4	123.4

NOTE: 1960 figures are 1947-48 weighted; figures for 1961 *et seq* are 1957 weighted.

\*Revised. Revision based on an adjustment from October 1964 in the prepaid medical care component, resulting from revised weights for group and non-group rates in Quebec and Ontario.

Calculated by the Dominion Bureau of Statistics.

**TABLE F-2—Consumer Price Indexes for Regional Cities of Canada at the Beginning of January 1966**

	<i>All Items</i>			<i>Food</i>	<i>Housing</i>	<i>Clothing</i>	<i>Trans- portation</i>	<i>Health and Personal Care</i>	<i>Recreation and Reading</i>	<i>Tobacco and Alcohol</i>
	<i>January 1965</i>	<i>December 1965</i>	<i>January 1966</i>							
(1949=100)										
St. John's, Nfld.*.....	122.0	123.6	124.1	122.4	116.8	116.8	121.6	167.1	148.1	116.1
Halifax.....	132.6	135.9	135.5	133.2	135.2	131.9	139.3	173.7	173.0	125.9
Saint John.....	135.5	138.2	137.8	135.0	135.1	132.2	147.3	194.6	157.6	126.6
Montreal.....	136.3	140.1	140.1	146.7	136.9	114.6	167.1	184.0	158.0	126.7
Ottawa.....	136.7	140.5	140.6	142.4	138.2	126.2	161.9	186.5	149.4	128.7
Toronto.....	138.2	142.5	143.1	141.3	143.0	130.5	148.5	177.5	191.2	125.9
Winnipeg.....	134.0	136.6	137.3	138.8	130.7	129.6	139.2	191.1	144.7	138.4
Saskatoon-Regina.....	130.5	133.3	133.3	135.5	129.0	135.0	137.2	154.4	152.4	124.4
Edmonton-Calgary.....	128.8	131.5	131.9	129.7	128.6	132.4	135.0	178.5	145.1	120.5
Vancouver.....	134.5	136.4	136.6	137.3	135.1	125.3	150.1	159.3	156.1	123.0

NOTE: Indexes above measure percentage changes in prices over time in each city and should not be used to compare actual levels of prices as between cities.

\*St. John's index on the base June 1951=100.



## G—Strikes and Lockouts

Statistical information on work stoppages in Canada as compiled by the Economics and Research Branch of the Department of Labour on the basis of reports from the National Employment Service.

The first three tables in this section cover strikes and lockouts which amount to ten or more man-days. The number of workers involved includes all workers reported on

strike or locked out, whether or not they all belonged to the union directly involved in the disputes leading to the work stoppages.

Workers indirectly affected, such as those laid off as a result of a work stoppage, are not included. For further notes on the series, see page 74, Jan.-Feb. issue.

**TABLE G-1—Strikes and Lockouts, 1961-1966**

Month or Year	Strikes and Lockouts Beginning During Month or Year	Strikes and Lockouts in Existence During Month or Year			
		Strikes and Lockouts	Workers Involved	Duration in Man-Days	
				Man-Days	Per Cent of Estimated Working Time
1961.....	272	287	97,959	1,335,080	0.11
1962.....	290	311	74,332	1,417,900	0.11
1963.....	318	332	83,428	917,410	0.07
1964.....	327	343	100,535	1,580,550	0.11
*1965.....	452	476	171,858	2,323,750	0.17
*1965—January.....	24	47	29,768	220,380	0.21
February.....	24	50	29,596	294,100	0.27
March.....	31	55	14,262	115,260	0.09
April.....	36	66	11,612	121,510	0.11
May.....	28	56	17,018	155,490	0.14
June.....	85	109	43,310	275,530	0.22
July.....	52	99	33,691	326,070	0.26
August.....	37	83	27,196	243,550	0.20
September.....	46	92	21,012	216,080	0.18
October.....	39	87	16,080	161,560	0.15
November.....	29	78	11,387	107,760	0.08
December.....	21	58	9,185	86,460	0.07
*1966—January.....	32	66	15,878	139,450	0.12

\*Preliminary.

**TABLE G-2—Strikes and Lockouts, January 1966, by Industry**

Industry	Strikes and Lockouts	Workers Involved	Man-Days
(Preliminary)			
Forestry.....	—	—	—
Mines.....	6	1,540	10,090
Manufacturing.....	39	4,068	47,640
Construction.....	6	1,306	5,770
Transportation and utilities.....	5	7,389	58,310
Trade.....	4	247	570
Finance.....	—	—	—
Service.....	5	849	16,560
Public administration.....	1	479	240
All industries.....	66	15,878	139,450

**TABLE G-3—Strikes and Lockouts, January 1966, by Jurisdiction**

Jurisdiction	Strikes and Lockouts	Workers Involved	Man-Days
(Preliminary)			
Newfoundland.....	—	—	—
Prince Edward Island.....	—	—	—
Nova Scotia.....	1	200	200
New Brunswick.....	2	531	320
Quebec.....	17	3,400	41,700
Ontario.....	31	5,518	42,160
Manitoba.....	—	—	—
Saskatchewan.....	1	113	3,990
Alberta.....	—	—	—
British Columbia.....	13	887	9,250
Federal.....	1	5,229	41,830
All jurisdictions.....	66	15,878	139,450

**TABLE G-4—Strikes and Lockouts Involving 100 or More Workers, January 1966**

Industry, Employer Location	Union	Workers Involved	Duration in Man-Days		Starting Date — Termination Date		Major Issues — Result
			January	Accu- mulated			
(Preliminary)							
MINES							
Metal							
Craigmont Mines Ltd., Merritt, B.C.	Steelworkers Loc. 6523 (AFL-CIO/CLC)	213	4,260	19,250	Oct. 1 —	Wages, hours—	
Brunswick Mining & Smelting Corp. Ltd., Bathurst, N.B.	Steelworkers Loc. 5385 (AFL-CIO/CLC)	432	70	70	Jan. 31 —	Dismissal of one employee for cause, travel allowance—	
Non-Metal							
Lake Asbestos of Quebec Ltd., Black Lake, Que.	Mining Federation (CNTU)	505	510	510	Jan. 19 Jan. 20	Alleged slowness in settling grievances— Return of workers pending negotiations.	
Canadian Rock Salt. Co. Ltd., Ojibway, Ont.	Auto Workers Loc. 195 (AFL-CIO/CLC)	192	960	960	Jan. 25 —	Wages—	
Incidental Services							
Granduc Mines Ltd., Stewart, B.C.	Various unions	118	2,690	2,690	Jan. 5 —	Wages—	
MANUFACTURING							
Food and Beverages							
Coca-Cola Canada Ltd., Various locations, Quebec.	Brewery Workers Locs. 239 & 327 (AFL-CIO/CLC)	827	16,540	71,940	Sept. 28 —	Wages—	
Leather							
Brown Shoe Company of Canada Limited, Perth, Ont.	United Textile Workers Loc. 241 (AFL-CIO/CLC)	130	390	390	Jan. 14 Jan. 19	Wages, fringe benefits—7¢ an hr. increase Nov. 1, 1965, 5½¢ an hr. from Nov. 1, 1966.	
Printing and Publishing							
The Star, Telegram and Globe and Mail, Toronto, Ont.	Typographical Union Loc. 91 (AFL-CIO/CLC)	455	9,100	183,070	July 9 1964	Working conditions as affected by com- puters, job security, union membership of foremen—	
Metal Fabricating							
Greening Industries Ltd., Hamilton, Ont.	Steelworkers Loc. 2950 (AFL-CIO/CLC)	130	70	70	Jan. 25 Jan. 25	Suspension of 38 workers for refusal to work overtime—Return of workers.	
Machinery							
Smith Corona Machines, Scarborough, Ont.	U.E. Loc. 514 (Ind.)	175	350	350	Jan. 13 Jan. 17	In protest over new production methods —Return of workers.	
Transportation Equipment							
Ferguson Industries Limited, Pictou, N.S.	Steelworkers Loc. 4702 (AFL-CIO/CLC)	200	200	200	Jan. 12 Jan. 13	Dissatisfaction over the supervisory setup —Return of workers.	
Sicard Inc., Ste-Thérèse, Que.	Auto Workers Loc. 728 (AFL-CIO/CLC)	266	270	270	Jan. 31 —	Wages—	



**TABLE G-4—Strikes and Lockouts Involving 100 or More Workers, January 1966 (Continued)**

Industry, Employer Location	Union	Workers Involved	Duration in Man-Days		Starting Date — Termination Date		Major Issues — Result
			January	Accu- mulated			
(Preliminary)							
<i>Electrical Products</i>							
Several electrical firms, Vancouver and area, B.C.	I.B.E.W. Loc. 213 (AFL-CIO/CLC)	180	110	2,580	Nov. 29 Jan. 6	Wages—48¢ hourly increase over a 3-yr. period, retroactive to Apr. 1, 1965.	
<i>Non-Metallic Mineral Products</i>							
Concreters Ready-Mix Ltd. Various locations, Quebec.	Metal Trades Federation (CNTU)	170	3,400	8,330	Nov. 22 —	Wages, seniority—	
Beer Precast Concrete Ltd., Scarborough, Ont.	Labourers Loc. 506 (AFL-CIO/CLC)	103	1,440	1,440	Jan. 12 —	Welfare plan, retroactive pay—	
<i>Petroleum and Coal Products</i>							
British American Oil & Affiliates, Various locations, Saskatchewan.	Oil Workers Locs. 9-595, 9-609 (AFL-CIO/CLC)	113	3,990	22,430	Sept. 10 —	Wages—	
British American Oil & Affiliates, Various locations, British Columbia.	Oil Workers Locs. 503, 9-601, 9-675 (AFL-CIO/CLC)	159	950	12,520	Sept. 14 Jan. 22	Wages—35¢ an hr. increase spread over a 2-yr. contract, seniority, severance pay.	
British American Oil, Clarkson, Ont.	Oil Workers Loc. 9-593 (AFL-CIO/CLC)	407	4,070	34,990	Sept. 15 Jan. 15	Wages—10¢ an hr. increase retroactive to Apr. 15, 1965, 10¢ an hr. Jan. 14, 1966, 15¢ an hr. Apr. 15, 1966; lump sum settle- ment for employee who suffered a rate reduction. Vacations 2 weeks after 1-yr., 3 weeks after 5-yr., 4 weeks after 15-yr., 5 weeks after 25-yr.	
CONSTRUCTION							
Joint Venture Ltd., Toronto, Ont.	Structural Iron Workers Loc. 721 (AFL-CIO/CLC)	186	740	740	Jan. 3 Jan. 7	Jurisdictional dispute between unions— Return of workers.	
M. Sullivan & Son Ltd., Arnprior, Ont.	The Building Trades Council	200	400	400	Jan. 12 Jan. 14	Job jurisdiction—Return of workers.	
Various construction contractors, Windsor and area, Ont.	Various unions	700	4,200	4,200	Jan. 24 —	Wages—	
TRANSPORTATION & UTILITIES							
<i>Transportation</i>							
Various transportation firms,* Various locations, Ont.	Teamsters various locals (Ind.)	5,229	41,830	41,830	Jan. 19 —	Wages, reduction of hours—	
Various transportation firms, Various locations, Ont.	Teamsters various locals (Ind.)	1,743	13,950	13,950	Jan. 19 —	Wages, reduction of hours—	

TABLE G-4—Strikes and Lockouts Involving 100 or More Workers, January 1966 (Concluded)

Industry, Employer Location	Union	Workers Involved	Duration in Man-Days		Starting Date — Termination Date		Major Issues — Result
			January	Accu- mulated			
(Preliminary)							
Power, Gas and Water Union Gas Co. of Canada, Various locations, Ontario.	Various unions	203	1,830	10,380	Nov. 3 Jan. 17	Wages—5¢ an hr. increase retroactive to March 1, 1965, 7% increase first year, 6% second year, 5% third year; improved fringe benefits, pension plan, hospital & surgical plan.	
United Gas Limited, Hamilton, Ont.	Oil Workers Loc. 9-633 (AFL-CIO/CLC)	210	630	630	Jan. 6 Jan. 10	In support of the Sarnia and Windsor locals presently on strike—Injunction issued removing pickets.	
TRADE							
Dosco Steel Limited, Rexdale, Ont.	Steelworkers Loc. 5629 (AFL-CIO/CLC)	230	230	230	Jan. 4 Jan. 5	Objection to Company contracting the janitorial service—Return of workers.	
SERVICE							
Education Commission Scolaire Régionale Le Gardeur, Repentigny, Que.	Associations d'Educateurs d'enseignement secondaire de Le Gardeur	284	6,230	6,230	Jan. — —	4 Wages, union security, secured rights, seniority, hours—	
Commission Scolaire Régionale de l'Outaouais Hull, Que.	Association Régionale des Instituteurs Catholiques de l'Outaouais	430	8,170	8,170	Jan. — —	5 Wages, hours, working conditions—	
Commission Scolaire Régionale Papineau, Masson, Que.	Association des Instituteurs Catholiques de la Vallée de la Lièvre	123	1,970	1,970	Jan. — —	10 Wages—	
PUBLIC ADMINISTRATION							
Local Administration Cité d'Alma, Alma, Que.	Unorganized	479	240	240	Jan. — —	31 Wages—	

\* Federal jurisdiction



## H—Industrial Accidents

**TABLE H-1—Industrial Fatalities in Canada, by Industry and Occupation, during the fourth Quarter of 1965**

Occupation	Agri- culture	(1) Forestry	(2) Fishing	(2) Mining	Manu- facturing	Con- struc- tion	Trans- porta- tion <sup>(3)</sup>	Trade	(4) Finance	(5) Service	Public Adminis- tration <sup>(6)</sup>	Total	Per Cent of Total
(Preliminary)													
Managerial.....	—	—	—	—	—	2	1	2	—	1	1	7	2.5
Professional and technical..	—	—	—	—	—	—	3	—	—	5	—	8	2.8
Clerical.....	—	—	—	—	1	—	1	—	—	—	—	2	0.7
Sales.....	—	—	—	—	—	—	—	1	—	—	—	1	0.3
Service and recreation.....	—	1	1	—	1	—	1	—	—	1	3	8	2.8
Transport and communica- tion.....	—	1	1	1	5	1	51	8	—	2	3	73	25.6
Farmers and farm workers..	11	1	—	—	—	—	1	—	—	—	1	14	4.9
Loggers and related workers	—	24	—	—	1	—	1	—	—	—	2	28	9.8
Fishermen, trappers, and hunters.....	—	—	1	—	—	—	—	—	—	—	—	1	0.3
Miners, quarrymen, and re- lated workers.....	—	—	—	22	—	1	—	—	—	—	—	23	8.1
Craftsmen, production proc- ess and related workers..	—	3	—	2	24	41	13	3	—	2	—	88	30.9
Labourers and unskilled workers (not agricultural, fishing, logging, or min- ing).....	—	—	—	—	9	18	2	2	—	—	1	32	11.3
Total.....	11	30	3	25	41	63	74	16	—	11	11	285*	—
Per cent of total.....	3.9	10.5	1.0	8.8	14.4	22.1	25.9	5.6	—	3.9	3.9	—	100.0

<sup>(1)</sup>Includes trapping and hunting. <sup>(2)</sup>Includes quarrying and oil wells. <sup>(3)</sup>Includes storage, communication, electric power, gas, and water utilities.  
<sup>(4)</sup>Includes insurance and real estate. <sup>(5)</sup>Includes community, business and personal service. <sup>(6)</sup>Includes defence.  
 \*Of this total, 212 fatalities were reported by the various provincial Workmen's Compensation Boards and the Board of Transport Commissioners; details of the remaining 73 were obtained from other sources. The number of fatalities that occur during a quarter is usually greater than shown, as not all fatalities are reported in time for inclusion in the quarterly tables. Fatalities not recorded in the quarterly tables are included in the annual tables appearing in the May issue.

**TABLE H-2—Industrial Fatalities in Canada, by Industry and Type of Accident, during the fourth Quarter of 1965\***

Type of Accident	Agri- culture	Forestry	Fishing	Mining	Manu- facturing	Con- struc- tion	Trans- porta- tion	Trade	Finance	Service	Public Adminis- tration	Total
(Preliminary)												
Striking against or stepping on objects.....	—	—	—	—	—	1	—	—	—	—	—	1
Struck by:												
(a) tools, machinery, cranes, etc.....	—	1	—	1	3	6	1	—	—	—	—	12
(b) moving vehicles.....	1	—	—	1	3	2	10	2	—	—	—	19
(b) other objects.....	2	23	—	10	5	19	2	—	—	—	—	61
Caught in, on or between machinery, vehicles, etc.....	5	1	—	3	7	8	5	1	—	—	—	30
Collisions, derailments, wrecks, etc...	2	1	3	1	7	3	31	9	—	3	1	61
Falls and slips:												
(a) on same level.....	—	—	—	—	—	1	2	—	—	1	—	4
(b) to different levels.....	—	1	—	2	7	16	18	2	—	6	2	54
Conflagrations, temperatures ex- tremes and explosions.....	—	1	—	1	2	—	3	1	—	—	3	11
Inhalation, absorptions, asphyxia- tion, and industrial diseases.....	—	—	—	4	6	2	—	—	—	—	—	12
Electric current.....	1	—	—	2	1	2	—	1	—	—	—	7
Over-exertion.....	—	1	—	—	—	2	—	—	—	1	2	6
Miscellaneous accidents.....	—	1	—	—	—	1	2	—	—	—	3	7
Total.....	11	30	3	25	41	63	74	16	—	11	11	285

\*See footnote above to Table H-1.

# labour gazette

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# Canada Department of Labour Publications

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*Annual Report of the Department of Labour* (Covers fiscal year ending March 31). (English or French). Price \$1.00, Cat. No. L1-1965.

*Report of the Industrial Inquiry Commission on Canadian National Railways "Run-Throughs."* Report of Hon. Mr. Justice Samuel Freedman, Commissioner. (English or French). Price \$1.50, Cat. No. L35-965/1.

## Supplements to Labour Gazette

*Collective Bargaining Review*: a LABOUR GAZETTE supplement, Ottawa, 1966. Prepared by the Collective Bargaining Section, Labour-Management Division, Economics and Research Branch, Canada Department of Labour. This review was formerly included in the pages of the LABOUR GAZETTE. Obtainable from the Canada Department of Labour. Free. Cat. No. L13-5/1966.

*Reports of Boards of Conciliation* established under the Industrial Relations and Disputes Investigation Act together with reasons for judgment of the Canada Labour Relations Board: a LABOUR GAZETTE supplement, this booklet contains material that was formerly published in the LABOUR GAZETTE. Obtainable from the Canada Department of Labour. Free. Cat. No. L13-6/1966.

## Economics and Research Branch

*Labour Organizations in Canada* (annual). Contains a brief commentary, the latest statistical data on union membership, and a directory of labour organizations with names of their principal officers, publications, and the geographic distribution of their local branches in Canada. (English or French). Price 50 cents, Cat. No. L2-2/1965.

*Industrial and Geographical Distribution of Union Membership in Canada, 1964* (English or French). Price 15 cents, Cat. No. L31-764.

*Strikes and Lockouts in Canada* (annual). Furnishes a record of strikes and lockouts occurring in Canada during a year. Tables and related texts showing strikes and lockouts by years, by areas, by industries, including time lost, number of workers involved, duration, etc. Price 35 cents, Cat. No. L2-1/1963.

*Wage Rates, Salaries and Hours of Labour*. An annual report published in loose-leaf form and followed later by a paper-bound volume. Contains the results of an annual survey at October 1 of occupational wage rates and standard hours of work in most industries. Averages and predominant ranges of wage rates for selected occupations are tabulated separately on a regional basis for some 90 industries including logging, mining, manufacturing, construction, transportation, trade and service groups. Weekly salaries for office occupations and hourly wage rates for maintenance of service occupations and for labourer for several broad industry groups are shown, on a community basis, in 52 communities. Trends in wage rates are included in tables of index numbers by industry. (Bilingual). Cat. No. L2-547.

First year service including attractive binder with index tabs and paper-bound volume, \$9.50; service without indexed binder, \$7.00; individual tables, 15 cents. Paper-bound volume, \$2.00.

*Working Conditions in Canadian Industry, 1964*. Price 50 cents, Cat. No. L2-15/1964.

## Legislation Branch

*Provincial Labour Standards Concerning Child Labour, Holidays, Hours of Work, Minimum Wages, Weekly Rest-Day and Workmen's Compensation* (annual). Provides a ready comparison of the legislative standard in effect in all provinces concerning the subjects listed in the title. (English or French). Price 50 cents, Cat. No. L2-7/1964.

*Workmen's Compensation in Canada—A Comparison of Provincial Laws* October 1963. (With LABOUR GAZETTE reprints covering changes in 1964 and 1965). (English or French). Price 35 cents. Cat. No. L2-6/1963.

*Labour Legislation of the Past Decade*. A review of developments in Canadian labour legislation in 1951-1960 period. (English or French). Price 55 cents, Cat. No. L14-2061.

(Continued on inside back cover)



# labour gazette

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## Official Journal, Canada Department of Labour

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*Minister*

George V. Haythorne  
*Deputy Minister*

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High steel men cheer and wave 740 feet above ground in Toronto as the last beam is secured by a gold-plated bolt in the 56-storey tower of the Toronto-Dominion Centre, the Commonwealth's tallest building.—*Photo by John McNeill, Globe & Mail, Toronto*

*Published in English and French*

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Bernard Wilson  
*Assistant Deputy Minister*

## Bernard Wilson Named Assistant Deputy Minister

The Minister of Labour announced in April that the Civil Service Commission has appointed Bernard Wilson as Assistant Deputy Minister of the Canada Department of Labour.

Since 1956 Mr. Wilson had served as Director of the Department's Industrial Relations Branch. In his new position, he will exercise prime responsibility in the area of labour relations.

Graduated from the University of Western Ontario with a B.A. in 1935, Mr. Wilson went on to attain his M.A. in economics and political science at the same university in 1937. He joined the Department in 1939.

In 1942 he assumed duties with the Department's Industrial Relations Branch, and two years later was appointed Secretary of the Wartime Labour Relations Board. He became Secretary of the Canada Labour Relations Board in 1948, and was appointed its Chief Executive Officer in 1954.

Mr. Wilson has represented the Canadian Government as a delegate and adviser at a number of International Labour Organization conferences and committee meetings. In 1961 he was consultant at the South-East Asian Seminar on the Prevention and Settlement of Industrial Disputes, held at Kuala Lumpur, Malaya. He also attended the National Defence College course for the year 1949-50.

# The Big Shift Ends

As a result of the Government's decision to set up a new Department of Manpower (L.G., Jan.-Feb., p. 2), the Department of Labour lost about a third of its staff in April, exclusive of those in the National Employment Service. One of the two Assistant Deputy Ministers, three entire branches with a total of 72 staff members, and part of five other branches and the Deputy Minister's office comprising a total of 185 persons were transferred to the new Department.

In addition, the whole of the National Employment Service, which had been transferred to the Department of Labour from the Unemployment Insurance Commission on April 1, 1965 (L.G., May 1965, p. 394) was transferred to the Department of Citizenship and Immigration—as it will continue to be called until the change of name to the Department of Manpower has been approved by Parliament. The total number of employees in NES at the time of the latest transfer was 4,271, of which 301 were located in the headquarters staff at Ottawa, and the remainder in various offices across the country.

### Total of 540 Employees

The Department of Labour has been left with a total of about 540 employees, compared with about 800 (not counting NES) before the reorganization.

The three branches transferred entirely to the Department of Citizenship and Immigration, and the number of employees involved, were: Technical and Vocational Training, 47; Civilian Rehabilitation, 14; and the Manpower Consultative Service, 11.

The branches affected by a partial transfer, and the number of employees involved were: Administrative Services, 82; Economics and Research, 49; Information and Labour Gazette, 15; Personnel Services, 19; Special Services, 14; and the Deputy Minister's office, 6.

### Branches Remaining

Entire branches remaining with the Department of Labour are: Annuities, Women's Bureau, Legislation, Accident Prevention and Compensation, International Labour Affairs, Industrial Relations, and Labour Standards.

The senior officials transferred to the Department of Citizenship and Immi-

gration were: W. R. Dymond, Assistant Deputy Minister; Ian Campbell, National Co-ordinator, Civilian Rehabilitation, and Noel Meilleur, Assistant Co-ordinator; Ross Ford, Director of the Technical and Vocational Training Branch, and Assistant Directors, R. H. MacCuish and R. E. Byron; J. P. Francis, Director of the Economics and Research Branch; and G. G. Brooks, Director of the Manpower Consultative Service.

Gil Schonning, formerly Assistant Director, has succeeded Mr. Francis as Director of the Economics and Research Branch in the Department of Labour. Directors and Assistant Directors of the other branches that have been partially transferred have remained with the Department.

Although less than half of the staff of the Economics and Research Branch (49 out of 110) were transferred to the new department, those transferred included 23 of the 38 economists in the branch.

## Collective Bargaining Review

Readers have been inquiring about the Collective Bargaining Review, which was a monthly feature of the LABOUR GAZETTE until the recent change in format. An editorial note on the change appeared in the January-February number (page 2), but inadvertently neglected to mention that the Review would henceforth be published separately as a supplement to the GAZETTE. The change was made to effect speedier service to readers.

The first issue of the supplement went to all GAZETTE subscribers, and included a coupon for those wishing to be put on the mailing list for the supplement. There is still time for names to be added to the list. Let us know if you want the supplement mailed to you each month.

—The Editors

*Anthracite coal miners in U.S. win recognition of union, eight-hour day and wage increases. Wages rising in Canada with labour scarce. Hours reduced for some workers*

Long-drawn-out negotiations between anthracite coal operators and coal miners in Pennsylvania ended in the signing of a collective agreement at the end of April 1916. The LABOUR GAZETTE of May 1916, which gave prominence to the settlement, said that its terms included recognition of the United Mine Workers as the representative of the miners, an eight-hour day for day labour, and an increase in wages based on the old nine-hour day that would bring the 176,000 men affected an aggregate of not less than \$10,000,000 a year for the life of the four-year contract.

Commenting on the settlement, this journal said, "The new conditions are expected to entail an increased price for domestic coal of not less than 25 cents and (as it is hoped) not more than 50 cents per ton, an increase which will of course affect equally consumers in Canada and the United States.

"In connection with this point, it is interesting to note that the Federal Trade Commission of the United States has announced that in the event of any further rise in anthracite prices, the Commission will take up with the Department of Justice of the United States a searching investigation of the anthracite industry. In some quarters it is still hoped this announcement may tend to prevent increased anthracite prices."

## **Eight Hours of Actual Work**

The GAZETTE quoted from "printed but unofficial statements" a section of the agreement relating to the eight-hour-day provision. It read in part: "An eight-hour day means eight hours of actual work for all classes of labour at the usual working place, exclusive of noon time, for six days per week, if the operator desires to work his mines to that extent, excepting on legal holidays.

"The time required in going to and coming from the place of employment in or about the mine shall not include any part of the day's labour. Drivers shall take their mules from the stables before

starting time, and shall return them to the stables after quitting time, compensation for such services being included in the day rates.

"If, because of breakdowns, repairs or the requirements of transportation, or other causes essential to efficient operation, it is found necessary to extend the normal work day of any employee, or any class of employees, the operator may do so at his option, paying for overtime a proportional rate per hour as determined from the rates established under Section 1 hereof."

Minimum rates established by the agreement for "machine mining" were \$3.30 a day for machine miners, \$2.70 a day for machine runners, and \$2.34 a day for machine miners' labourers and machine runners' helpers.

## **Industrial Conditions Improve**

"Industrial conditions during April showed considerable improvement over those of the previous month," the GAZETTE said. "The opening of navigation, log driving, and the commencement of operations in saw mills, the usual spring civic undertakings, and the active demand for agricultural labour, all afforded opportunities for employment which absorbed . . . most of the idle labour throughout the country. In fact, in a great many places a shortage of help was reported."

Referring to wages and hours of labour, this journal reported, "A number of changes in wages were reported to the Department during April, and in all cases the changes brought about increases in wages, and in some cases a reduction of working hours as well."

Ferry employees in Dartmouth, N.S., had their wages increased, the pay for captains being raised to \$80 from \$70 a month; while mates had their pay increased to \$65 from \$55, deckhands to \$12 from \$10.50 a week, and lady ticket sellers and collectors to \$6.75 from \$6.25 a week. Overtime work was to be

paid for "at the rate of salary earned on the basis of a nine-hour day of six days per week."

In Halifax, 60 painters, paperhangers and decorators were granted an increase of 2½ cents an hour, and their working hours were reduced from nine to eight per day. Their former rate was 37½ cents an hour.

## **Pay Increases**

Surface and underground labour at the collieries of the Nova Scotia Steel and Coal Company at Sydney Mines, who had received an increase of 5 cents a day on November 1, 1915, received a like increase on April 1, 1916. In Truro, trackmen and round-housemen engaged on the Canadian Government Railways got an advance in pay of 5 and 10 cents a day respectively.

Custom tailors of 15 different houses in Montreal had their wages increased to \$14 and \$15 a week from \$10 a week. In Berlin, Ont., a large tannery voluntarily raised the wages of its employees by \$1 a week.

"In most farming districts in Ontario there was an active demand for farm help, which it was expected would be fairly well met . . . Wages being paid ran from \$30 to \$50 per month with board, and for married men with families, as high as \$40 per month with free house, garden, fuel and milk.

"Brantford reported farmers busy seeding, with a shortage of help. At a number of places soldiers took part in seeding operations. Arrangements were also being made in some parts by which boys attending public schools who were considered qualified for high school entrance were to be given an opportunity for doing farm work in lieu of passing the entrance examination, on the certificate of the farmers by whom they were employed that their work had been satisfactorily performed."

In the Hamilton district, there was a scarcity of farm help, and high wages

*Continued on page 221*



## Further deferments under Canada Labour Code

A deferment of the hours of work provisions of the Canada Labour (Standards) Code has been granted by the Minister of Labour for flour mills, feed mills, feed warehouses and seed cleaning mills. The provisions which limit the work week to 40 hours with a maximum of eight hours overtime, are being deferred for 18 months in these industries.

The Minister said he expected that within this period the industries affected would be able to adjust their operations so that their employees worked only the number of hours specified in the Code.

The application of the minimum wage provision of the Code for \$1.25 an hour has been deferred to January 1, 1967 for employees of feed mills, feed warehouses and seed cleaning mills that are organized and operated in a rural district. The minimum wage will, however, be increased by stages to \$1.05 an hour for the period April 1 to September 30, 1966; and to \$1.15 an hour from October 1 to the end of the year.

Both deferment orders were dated February 1, 1966.

The deferments were made because of representations that, because of the seasonal nature of the operations, customary practices in various branches of the industry, the situation of many plants in rural areas, the small size of many of the businesses, and other reasons, the immediate introduction of the standards would be detrimental to the industries and to the farmers who are dependent upon the mills for supplies of feed and seed, or for grinding and cleaning.

Mills in rural areas and small communities also contended that immediate introduction of the \$1.25 minimum wage would increase costs substantially, and that this increase would have to be passed on to farmers using the mills. The introduction of the minimum wage by stages was arranged to give these industries time to make the necessary adjustments.



Ronald Crosby

—Portrait Studio, T. Eaton Co., Toronto

## Department appoints director of personnel administration

Ronald Ernest Crosby has been appointed Director of Personnel Administration for the Canada Department of Labour. Prior to his appointment, he was industrial relations manager of ERCO Chemicals, Toronto.

This is a new position, created in accordance with the recommendation of the Glassco Royal Commission on Government Organization that personnel be separated from the financial and other administrative functions within government departments.

Born in Yarmouth, N.S., Mr. Crosby attended Yarmouth High School and was graduated from Acadia University in 1947 with a B.A. in Psychology.

He has served as personnel director for Canadian Cottons Ltd., Marysville, N.B., with Canadian Westinghouse Ltd., Hamilton, Ont., as supervisor of salaried personnel practices, and as management development supervisor with Cyanamid of Canada, at Niagara Falls, Ont.

## ILO case studies on technological change

The International Labour Office has published *A Tabulation of Case Studies on Technological Change*. Canada is included in the inter-country comparison tables that demonstrate the effects of technological change on occupational requirements, working conditions and employment. Structural changes in the work force, the impact on wages, and labour-management practices regarding personnel adjustment also form part of the study.

## P.E.I. Federation of Labour submits first brief

The Prince Edward Island Federation of Labour, representing some 18,000 workers in the province, presented its first brief to the province's Executive Council in March. The Federation was founded in September 1964.

The Federation in its recommendations to the Council proposed, among other things, that:

- a minimum wage of \$1.25 an hour should be set for the province, with no discrimination between men and women.
- a Vacation-with-Pay Act should be passed to provide for two weeks annual leave after one year of service. (Prince Edward Island and Newfoundland are the only two provinces that have no vacation-with-pay law.)
- legislation should be passed to include the province in the national medicare plan.
- the Workmen's Compensation Act should be amended to allow for the increased cost of living.
- the Industrial Relations Act should be revised to allow a single employee full union membership, and that the section refusing hospital workers the right to strike should be deleted.

The Federation also expressed the view that a second university would not be economical, and would be a financial burden for the people of the province.

The brief was presented by J. C. Carroll, President of the Federation.

## Federal Government study aids displaced tradesmen

A concerted effort by the National Employment Service to relocate 70 skilled tradesmen was announced in March by Hon. Jean Marchand, Minister of Citizenship and Immigration.

Production changes at Ford of Canada's Windsor plant resulted in job loss for workers in the tool and die trade. At the request of Local 200 of the United Auto Workers' Union, a detailed study was made by K. R. Burgess, an engineer in the Department of Industry, and Deryck Adamson, a consultant with the Manpower Consultative Service, Department of Citizenship and Immigration.

The study was in keeping with a federal Government policy to look into problems associated with the Canada-U.S. auto trade plan affecting the jobs of Canadian workers (L.G. 1965, p. 597, 788, 1013).

## Major collective agreements total more than 240 in 1965

During 1965, more than 240 major collective agreements—those covering negotiating units of 500 or more employees outside the construction industry—were signed by Canadian employers and labour organizations. The results of a Department of Labour survey are published in **COLLECTIVE BARGAINING REVIEW**, a supplement to the **LABOUR GAZETTE**.

The survey found that these major collective agreements covered approximately 352,550 workers, and in each case provided for increased wages.

Some 48 per cent of the agreements were signed for a term of three years, 27 per cent were to run for two years, and about 14 per cent were for a period of less than 15 months.

During the year, 116 three-year settlements were reached. The most frequent wage increases in these were 24 cents an hour, embodied in 17 agreements, and 45 cents an hour, included in 10 contracts. Nearly one-quarter of the three-year contracts provided for base rate increases of 21 to 25 cents an hour. Close to one-eighth gave wage increases ranging from 28 to 32 cents an hour, and about one-eighth included wage increases in the range of 45 to 48 cents an hour.

Of the 66 major two-year agreements, about one-half provided for base rate increases of 10 to 15 cents an hour. More than one-quarter increased base rates by 16 to 20 cents an hour, and one-sixth of the agreements resulted in wage increases of from 21 to 25 cents an hour. The most common wage increase, incorporated into 11 of the two-year contracts, was 15 cents an hour.

Of the 34 contracts having a term of less than 15 months, nearly 53 per cent provided for wage increases of from 10 to 16 cents an hour.

## Why some people leave job and country

"One cannot ignore the fact that many professionals have left Canada," George Simons, President of E Plus Ltd., told a Kiwanis group in Montreal in February. "If one could diagnose why people move, one might be able to prescribe a remedy."

Mr. Simons believes that the reasons are seldom purely financial. A search for more challenging work, a better future, a conviction that management and their

colleagues are not dynamic enough, are a few of the more obvious reasons for leaving a company. Sometimes employees are not aware of the opportunities within their own company.

Good management policies were most important, he said, because they affect employment and morale. "Some presidents are so busy presenting their companies to the world as dynamic and rapidly expanding that they have no time to notice the poor morale within."

Mr. Simons declared that imaginative manpower planning is desperately needed. As an example he cited the recruitment of an outstanding young engineer for a large Montreal manufacturing concern. Realizing his potential, the recruiting firm lined up two further jobs for him on the chance that he might not find personal satisfaction in the first job. "If imaginative personnel methods like this were widespread, we would have no trouble in attracting the right people to Canada or fear losing those we have," said Mr. Simons.

## First legal teachers' strike in Quebec lasts six weeks

A strike of 837 teachers in three school regions of Quebec, which began on January 4 and 5, ended on February 3 in one region, and on February 16 in the other two. Although illegal teachers' strikes have been of frequent occurrence in Quebec, this was the first time that the teachers were legally free to strike as the result of an amendment to the Labour Code passed last year (L.G., Dec. 1965, p. 1178). Demands for salary increases and for equal pay for men and women were the main issues in dispute; but in two of the regions, working conditions also were involved.

The strike began in the Le Gardeur region east of Montreal on January 4, and spread to the L'Outaouais region west of Montreal and the Papineau region east of Hull the next day. It ended in the Le Gardeur on February 3 and in the other two regions on February 16. Some 24,000 pupils were estimated to have been kept out of school in the three regions during the strike.

By the terms of settlement, the Le Gardeur teachers, numbering 284, won salary increases averaging \$600 a year and improved working conditions. In L'Outaouais, 430 teachers obtained equal pay for men and women and improved working conditions, in a two-year contract; and in Papineau, 123 teachers gained a salary increase of \$300 a year and equal pay for men and women.

## Parliament

On Feb. 23, the Minister of Labour tabled the texts in English and French of the instruments adopted at the 49th Conference of the International Labour Organization, held in Geneva in June 1965. He explained that the instruments consisted of two international labour Conventions and three Recommendations, and that they were being tabled in accordance with the constitution of the ILO (*Hansard* p. 1654).

The Minister said that of the five instruments adopted, four concerned underground employment in mines. These consisted of two Conventions and two Recommendations. The fifth was a convention concerning employment of women with family responsibilities.

The Minister also said that, in the opinion of the Minister of Justice, each of the instruments was partly within federal legislative jurisdiction and partly within provincial jurisdiction. Steps would be taken with the provinces, he said "to explore . . . whether further action is advisable to ensure full compliance with the instruments." If this could be achieved, the Canadian Government would be in a position to ratify the two Conventions.

On Feb. 14, the Minister of Labour tabled copies in English and French of the annual report of the Board of Trustees of the Maritime Transportation Unions for the period January 1 to December 31, 1965 (p.1136).

On March 18, after the House had agreed to a preliminary motion to consider the measure in committee, the Minister of Forestry moved for leave to introduce Bill C-151 to provide for the establishment of a fund in the Consolidated Revenue Fund, not to exceed \$50,000,000, for the economic and social development of special rural development areas (p. 2882). The Bill was given first reading (p. 2885); and on March 31, it was given second reading (p. 3704).

On March 18, the Minister of Forestry, after preliminary motion, also introduced Bill C-152 to amend the Agricultural Rehabilitation and Development Act to change the name of the Act to Rural Development Act, and "to extend its application to all rural areas of Canada where projects of the nature already provided for can be advantageously undertaken" (p. 2885). The Bill was given first reading (p. 2892).



## OFL brief urges abolition of injunctions

In a special brief presented to the Ontario Government in March, the Ontario Federation of Labour urged the abolition of injunctions in labour disputes. It also urged the Government to give serious consideration to the outlawing of the hiring of "outside strike-breakers" by employers during a legal strike.

The Federation contended that the practice of granting injunctions in labour disputes was being abused; that injunctions were often obtained *ex parte* in cases where notice could, and should have been given to the other party; and that they were granted on biased affidavits based on hearsay evidence. The OFL brief said that the main purpose of an injunction in any dispute was to preserve the status quo until the legality of the charges on which the injunction was based could be decided upon by the courts. In practice, the brief continued, the effect of an injunction on labour disputes was to tip the scales in favour of the employer.

Recently, the Federation asserted, the granting of injunctions against picketing

had been the rule rather than the exception. The judges had usually failed to consider the relative social and economic position of the two parties in the strike, and had been "all too willing to grant injunctions indiscriminately, and often on the flimsiest of evidence."

It defended mass picketing, and claimed that a union should have the right to use an unlimited number of pickets, provided that there was no resort to violence. It disputed the view of the courts that the purpose of picketing was merely to disseminate information. It contended that picketings were "symbols of a union's solidarity and a vital method of obtaining the members' support" and maintaining their determination, and that for this purpose, numbers were important.

In arguing against the employers' right to use strike-breakers, the Federation said that workers who had acquired equity in welfare schemes, pension plans, seniority rights and other benefits attached to a particular place of work had a right to be protected against having their jobs taken by strike-breakers.

## Ban mass picketing says CMA president

"Mass picketing should be banned," said H. B. Style, president of the Canadian Manufacturers' Association, at a meeting of the Peterborough branch of the Association, April 12.

Mr. Style qualified his remark by saying that those who participate in mass picketing explain it as nothing more than "an innocent exercise in solidarity," their right to attempt peacefully to persuade employees to refrain from working. If this were the true intention, he said, token pickets of a limited number would serve the purpose. According to Mr. Style, what mass picketing really does is intimidate and harass anybody who has anything to do with the company. Even those people who are not involved in the strike do not escape abuse, and if they remain undeterred by the insults, they are kept back by threats of force or by force itself.

Mr. Style expressed the belief that until mass picketing is banned, employers will continue to seek injunctions limiting the size of pickets because it is their only immediate legal redress. It is Mr. Style's opinion that an employer should have the right to continue production in whatever way is left open to him, and those workers who are not supporting the strike action should have the right to continue working. He point-

ed out that fewer than 3 out of 10 Canadian workers are members of a labour union. "In other words, 70 per cent of the working population are not organized, and these are the people damaged by this kind of activity."

He observed that union extremists often created the impression that they were acting on behalf of all those who work for a living. They saw themselves as zealots upholding the cause of the underdog victimized by a callous and inhuman management. "This, of course, is sheer and unadulterated rubbish, and the vast body of working people in this country, organized as well as unorganized, knows it."

Mr. Style emphasized that there are few countries in the world with better working conditions than Canada, and "where the labour force shares more fully in the fruits of economic and social progress."

## Civil Service bargaining brought closer by union

In announcing the affiliation of the 8,000-member National Unemployment Insurance Commission Association with the Canadian Labour Congress, CLC President Claude Jodoin said that the CLC regarded the union as an important

step toward early collective bargaining for the federal Civil Service. "It is significant that a number of other Civil Service groups are actively considering the matter of affiliation," he added.

The announcement was made jointly by Mr. Jodoin and Ed Fortier, Executive Secretary of NUICA. Both men expressed pleasure at the union.

## Bart G. Sullivan dies at age of 77

Bart G. Sullivan, first Regional Director of the Unemployment Insurance Commission in Hamilton, Ont., died February 20. He was 77 years old.

In 1938, Mr. Sullivan resigned as District Agent for the Railway Express Agency in Hamilton to become Director of Travel and Publicity for Ontario. He was appointed Regional Director in 1941.

Mr. Sullivan established the first youth employment centre in Toronto as well as a counselling service for older workers. In 1957, he represented Canada at a conference of the World Health Organization in Geneva.

He won election and then re-election to the executive committee of the International Association of Personnel in Employment Security.

## Telephone operators' union marks 20th anniversary

The Traffic Employees' Association, one of the three unions of employees of the Bell Telephone Company of Canada, recently celebrated its twentieth anniversary. A booklet, "the story of the Traffic Employees Association on the occasion of its twentieth anniversary," traces the history and growth of the all-female union from 1907, when the Bell girls in Toronto went out on strike for better wages and working conditions.

Their grievances were studied by William Lyon Mackenzie King, then Deputy Minister of the federal Department of Labour, who assisted the operators in establishing the principle of joint conferences with management. Although the Association had no bargaining rights, the "joint conference" had the ear of the Company. Eventually the group was certified on December 5, 1945 under Section 6 of the Wartime Labour Relations Act. Today it is the only unit of female communications workers in Canada. *Labour Organizations in Canada*, annual report of the Canada Department of Labour, lists an approximate membership of 7,000 organized in 28 districts, 12 in Quebec and 16 in Ontario.

## Canada's new manpower programs

Tom Kent, Deputy Minister of Citizenship and Immigration, told the Personnel Association of Toronto in March that the most important new thing about Canada's new manpower programs was the effort to make them effective.

All of the services are not available, Mr. Kent said, but the job of his Department is to improve their quality and make them accessible to Canadians everywhere. For this purpose, they have to build an integrated manpower service out of the services that were previously provided by various agencies and government departments. Although integrated in purpose, it has to be highly decentralized in organization.

His Department is looking for five directors and five assistant directors for the regions. They will be responsible for all federal manpower programs, for work previously done by departmental branches in Ottawa, and for the National Employment Service.

### Must offer good advice

Mr. Kent believes that to help people to get better jobs and to do better jobs, the Government must be in a position to offer good advice. The National Employment Service "has not been what it ought to be," owing to the fact that it has not had the resources to do the kind of counselling that is necessary for an efficient manpower policy. He said that the employment office is where the response to technological and economic change could be improved, and where people could be made aware of training opportunities.

If Parliament will pass certain legislation on July 1, an unemployed man who attends a training course will no longer be regarded as remaining unemployed. He will not be entitled to unemployment insurance benefit, but his rights to benefit will remain intact until needed, Mr. Kent said.

The Federal Government will pay a basic allowance of \$35 a week for training (L.G., Apr., p. 150). It will also pay 90 per cent of the cost of additional allowances for a trainee's family (L.G., Mar., p. 78), and cover additional expenses if he has to be away from home. Mr. Kent hopes that the provinces will agree to pay allowances up to a maximum of \$90 a week. In that way, training would be given the importance that it warrants.

The other new element in the manpower development program was experimental, Mr. Kent said. It was to

establish, jointly with the provinces, pilot training projects designed to develop new methods of motivating and training adults whose basic educational level was low.

"We cannot expect such people to go back to school, in the sense of treating them as children. Yet the fact is that our accepted educational methods are essentially oriented to children." He said his Department would have to find and apply new approaches that would achieve the same basic educational results for adults, but using different methods. The projects would be set up in unemployment or underemployment areas where there is a pressing need to raise the level of skills.

Manpower programs could open up new opportunities, Mr. Kent said, but it was up to the individual to take advantage of them.

## CNR, railway clerks sign manpower assessment agreement

A Manpower Assessment Incentive Agreement has been signed by the Minister of Citizenship and Immigration, the Canadian National Railways and the Brotherhood of Railway and Steamship Clerks in Newfoundland. The agreement made provision for the Manpower Consultative Service program, under which the federal Government shares 50 per cent of the costs incurred by a joint labour-management assessment program, concerned with developing a program to deal with the manpower effects of the planned changes in the ferry service between the mainland and the Newfoundland ports of Argentia and Port-aux-Basques. A rail-car ferry service will be introduced on the Cabot Strait by 1968, resulting in a reduction in the waterfront labour force from 600 to 375 at Port-aux-Basques, and from 220 to 120 at Argentia.

The Joint Consultative Committee has equal representation from the Canadian National Railways and the Brotherhood of Railway and Steamship Clerks, and will be responsible for detailed studies of the effects of the reduction in employment and will make recommendations to help those affected. Each worker will be interviewed and his qualifications, experience and job interest recorded. Alternative jobs will be sought both within and outside the company. The need for training in new jobs will be studied, and the desire and ability of employees to move to another location where employment is available will be determined.

This program of investigation will continue until the new ferry service is in

## Job training for Canadian Indians

One out of every three adult Indian trainees enrolled in the special educational program at the Quetico Conference and Training Centre in Northern Ontario is a woman.

The program, geared to improve qualifications for employment, assist with social adjustments, and encourage community participation, features training for general housework, waiting on tables, as well as basic woodworking and souvenir crafts.

The 48 students currently enrolled who live in residence range in age from 17 to 60 years, with the majority between 20 and 40.

It is envisaged that the men who are concentrating on woodworking will return to their communities to participate in the house building programs of the Indian Affairs Branch.

operation. The estimated cost of the program is about \$75,000.

A similar agreement was signed some months ago by the Canadian National Railways and the International Longshoremen's Association at North Sydney, N.S. It covers the assessment program on the manpower effects at the port of North Sydney, where some 550 men will be displaced. Already positive actions have been taken by the joint committee. Opening within two or three weeks is a retraining centre at North Sydney which will provide instruction in basic education and later, vocational training, for the men to be released. It is expected that between 200 and 300 men will take advantage of the program.

Mr. A. Munro Sargent of Halifax, Atlantic Representative of the federal Manpower Consultative Service, will maintain close liaison with the Joint Consultative Committee.

## Legalized lotteries to aid the elderly

An idea to give older Canadians a chance to live out their declining years in comparative peace and happiness was the first of 43 resolutions considered at the 14th annual convention of the International Union of Mine, Mill and Smelter Workers in Trail, B.C.

Delegates to the convention resolved that a government board be established immediately to legalize lotteries to aid the elderly.



# A Profile of Poverty In Canada

**Papers prepared for Federal-Provincial Conference on Poverty and Opportunity covered employment, education, the aged, family size, disability, health, housing, attitudes, and community factors**

A series of papers was prepared by members of the Special Planning Secretariat, Privy Council Office, for the Federal-Provincial Conference on Poverty and Opportunity held in Ottawa. The subjects covered were: employment, education, the aged, family size, disability, health, housing, attitudes, and community factors. This article gives a brief outline of the contents of these papers.

According to the census definition of "family", the income of 23 per cent of Canadian families in 1961 was less than \$3,000. Among families headed by women, more than a half had incomes of less than \$3,000, and about two fifths lived on less than \$2,000. Three out of five families of fishermen, every second family of logging and farm workers, and every third family of labourers had incomes below \$3,000.

Poverty problems can be sub-divided first into:

- people who are outside the labour market altogether;
- people who are unemployed;
- people whose present productivity is too low to provide an adequate family income.

The first group includes retired people, widows with dependent children, the permanently disabled, and others whose separation from the labour market is unavoidable. The policy problem for this group is to provide programs of assistance that are adequate for support and self-respect; but, at the same time, to maintain, at the margin, incentives for independence when possible.

The second, or unemployed, group is highly diverse. On the average, seasonal variations in activity account for about a third of total unemployment; in many areas, this is a principal cause of poverty. The most intractable employment problems include those of the vocationally handicapped and the school drop-out. Unemployment rates among workers under 20 years of age are more than double the national average. But, although proportionately fewer of the older workers suffer unemployment, unemployment for them tends to last much longer once they are out of a job.

The third group is the under-employed. They are people who are working less than they want to, in part-time or casual occupations, or who are working in occupations in which productivity and incomes are low. Under-employment in this sense is a major part of the problem of poverty, and especially rural poverty.

## **The Need for Adaptability**

The problems of unemployment and under-employment have to be seen in the context of a society experiencing rapid changes in industrial and occupational patterns. These demand an increasing adaptability of the labour force. The occupational distribution has shifted, and is shifting, in the direction of jobs with higher training requirements. Technological changes now occur at such a pace that many workers will have to retrain for new jobs a number of times in their working lifetime.

In the circumstances, a manpower policy for a high-employment, high-productivity economy requires such measures as increased mobility, intensive training facilities, motivation and youth counselling services, and regional and area development programs. These are the same measures as those required to deal with many of the specific problems of poverty.

In other words, many of the programs required to lessen poverty are not measures designed specifically for people with low incomes; they are required also as general manpower measures.

## **Education**

A 1960 survey showed that about half of Canada's unemployed had not finished primary school. More than 90 per cent had not completed high school. Among people who had not completed primary school, the unemployment rate was six times greater than it was among high school graduates.

In 1961, of Canadians aged 15 and over, there were 5,166,346, or 47 per cent, with no more than elementary schooling. These included 176,524 with no schooling, and 848,261 who had passed four grades or less.

The child of poor parents is greatly handicapped in taking advantage of the educational system, for the system assumes of him values and experience that he often lacks. Poor housing (which means lack of facilities for study), ill health, poor social and home environment, distance from school, lack of proper nourishment and clothing, ignorance of opportunities, as well as psychological factors and the attractiveness of early earnings—these are all reasons why poor children tend to drop out of school earlier, and therefore why a condition of poverty tends to be perpetuated.

(The relationship between education and poverty was discussed by Prof. Timothy E. Reid of York University in an address reprinted in the *LABOUR GAZETTE* of October 1965, page 887.—ED.)

## **The Aged**

Only 5 per cent of all Canadians receive public assistance in the course of a year, many of them for fairly short periods. But 21 per cent of Canadians aged 65 to 69 consistently receive old-age assistance.

The median annual income for men in their late 60's is \$2,000, falling to \$1,500 in their early 70's and to \$900 in their late 80's.

There are regional differences in income of the aged as well as rural-urban variations; in 1961, the national median income for those aged 65 and over was \$1,650, but in Newfoundland it was \$976.

Deteriorating personal health compounds the problems of the aged. Also, as the faculties and abilities of the aged decline, their housing needs change, and accommodation that meets these needs at a cost within reach of the aged is scarce. Special services, such as homemakers, counselling and recreation, are also in short supply.

## **Family Size**

The average Canadian family has three to four children. Although the trend is to smaller families, the decline has not been uniform. Rural-urban differences, and the differences between

socioeconomic classes, are still noticeable in all provinces except Ontario and British Columbia. In Newfoundland, low income and low education still go with large families.

Family size is more closely related to education than to income. Families in which the family head has the least education are generally the largest. Thus, big families with the least capacity for overcoming poverty are likely to have the worst poverty problems.

### Disability

Disability is a major contributory cause of poverty. One million, three hundred thousand Canadians have a permanent physical handicap of some degree. Of these, 570,000—3 per cent of the total population—have a severe or total disability. Half this group are of working age, but only one in four has earnings from employment.

One out of three successful applicants for disability pensions last year suffered mental, psycho-neurotic or personality disorders.

### Health

Low income groups receive less health care than higher income groups, although they suffer more illness in general, and their illnesses tend to be more severe.

Assistance in meeting health needs has so far benefited the elderly more than other people. That is, the gap in treatment between poor children and rich children is greater than the gap between the aged poor and the aged affluent.

Hospital and home nursing services for the poor are relatively good; dental care is particularly deficient.

Health conditions of the Indian and Eskimo population, particularly in the North, are still among the worst in the world. The Eskimo infant mortality in 1963 was 193 per 1,000 live births against a national average of 27. The Indian death rate in 1963 was 70.4 per 1,000 against an all-Canadian rate of 26.3.

### Housing

In 1961, Canadian housing provided one third more rooms than the number of people. But, in 60,000 homes, there were only half as many rooms as people.

Crowding as measured by persons per room is closely linked to income levels. Among families earning \$6,000 or more in 1961, only 18 per cent lived in dwellings that provided less than a room per person. Among families earning less than \$3,000, this proportion was 35 per cent.

One in twenty of all dwellings in Canada in 1961 was in need of major repairs. This proportion was highest in rural districts, where 10 per cent of the dwellings were dilapidated. Dwellings in need of major repairs were also found to be concentrated in the central parts of cities.

Forty per cent of the dwellings built before 1920 lacked adequate plumbing facilities, and one in ten of these older dwellings was in need of major repairs. One out of every 10 metropolitan dwellings lacked adequate plumbing facilities.

The most inadequate housing tends to be that occupied by the aged, by broken families, and by Indians. For example, 200,000 dwellings occupied by persons 65 years of age or older were not equipped with flush toilets. One in six broken families had to share a dwelling with others. Only 30 per cent of Indian dwellings were equipped with indoor running water, and only 9 per cent had indoor toilet facilities.

Such figures do not lead to any precise measure of the extent to which people live in seriously inadequate homes because they cannot get anything better that they can afford. The extent of housing need in this sense is certainly some hundreds of thousands of dwelling units.

### Attitudes

Attitudes are important aspects of poverty where poverty is a persistent way of life passed down from generation to generation. The increasing demands for higher education, and for mobility in our modern technological society, act as a strong deterrent for the young poor. To leave home and background is to start a long climb into an alien culture.

The attitudes surrounding Indians and Eskimos, both from within and outside their communities, create a wall of misunderstanding which separates them from Canadian society. Social capital and economic opportunity alone cannot alleviate their condition. Understanding, i.e., change of attitude, must in part precede, and certainly must accompany, any effective effort to help.

The attitudes of well-to-do people toward the poor are strongly influenced by outward symptoms that relate "poor" to "undeserving." The reaction of the poor is a feeling of inferiority, and an alienation from the society that rejects them.

This alienation means that poverty problems cannot be solved just because the conscience of the middle class leads to stronger efforts to help. A successful effort must be one of self-help, based on a conscious and active desire on the part of the poor to participate and advance. For this purpose, the techniques of com-

munity development, through which the poor use the resources society is prepared to make available to them, are essential.

### Community Factors

The poor do not participate in community life to the extent the more affluent groups do. They have little or no part in the decisions that affect them.

The poor are alienated from society because of society's apathy or prejudice toward them. They do not understand what the rest of society expects of people, they do not have the funds to participate, and they are unfamiliar with the institutions that can help them.

This is the vicious circle of poverty. Because the poor lack access to those things that would make them acceptable to the more affluent society, they tend to form a culture of their own which, in turn, discourages participation in the society around them.

The basic need, therefore, is to involve the poor in the wider society. The solution, then, is a two-way process. It is not only that society will change the poor; it is also that the poor will change society.

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## 50 Years Ago

*Continued from page 215*

were being offered. "Single experienced farm hands were offered from \$30 to \$40 per month, including board and washing; and experienced married men \$350 to \$400 per year, including free house, fuel, milk, fruit and vegetables. The local immigration office at this point during 1915 placed over 1,200 men on farms."

In the West, a shortage of farm help was reported at Brandon, but none at Winnipeg. "In Saskatchewan, the farm labour problem was believed to have been effectively met . . . the Provincial Bureau of Labour . . . established offices at different points in Saskatchewan and other provinces, and secured over 5,000 farm hands . . .

"Over 800 men were sent from Vancouver to Saskatchewan and a number of others went to Alberta and Manitoba. Several hundred men were also sent out from Victoria at wages ranging from \$35 to \$45 per month with board. A special rate of 1 cent per mile for the transportation of this farm help was made by the railways."



# CNTU Brief Presented to Cabinet

## Outlines Several Recommendations

As it does each year, the Confederation of National Trade Unions, one of the principal labour organizations in Canada, went before the federal Cabinet, on February 16. The meeting lasted more than 2¼ hours.

In summary, the CNTU asked the Government to:

- treat it on an equal footing with the Canadian Labour Congress;
- consider important economic decisions;
- consult it on questions which concern shipbuilding and related industries in Canada;
- adopt definite positions regarding constitutional matters requiring unequivocal answers for a more judicious division of jurisdiction between the federal administration and the provincial administrations;
- amend the Industrial Relations and Disputes Investigation Act;
- increase the old age pension to \$100 a month;
- give the labour movement representation by at least two members in the event that a new Board of Broadcast Governors should be set up.

In addition to the main brief, in order to illustrate one of its recommendations to the Cabinet, the Confederation outlined briefly a typical case in support of its request that the Industrial Relations and Disputes Investigation Act be revised. It gave a detailed, 39-point account of an application for certification of a group of employees of the French television network of the CBC that the Canada Labour Relations Board had rejected a few weeks earlier (see Supplement No. 3, 1966).

### Phenomenal Development

In support of the request that the Confederation be considered on an equal footing with the Canadian Labour Congress, CNTU President Marcel Pepin pointed out briefly to the 14 ministers present that his organization had known a rapid and phenomenal development during the last few years and that today, as the representative of 200,000

union members, it should be recognized by the federal Government, recognition that would enable it to express itself more easily on the various committees of the federal Government and thus state the opinions of the Canadian population. Too often today, he said, the Canadian population expresses its opinions through intermediate bodies which Canadians join because they feel that as individuals they can no longer make themselves heard.

Without making any promises, Prime Minister Pearson said that the fact that he was surrounded by so many ministers and that Mr. Pepin and his fellow delegates were being received on the day after the annual submission of the Canadian Labour Congress, seemed to prove that the Government was recognizing that the CNTU was on equal footing with the CLC.

During the reading of the brief by Secretary General Robert Sauvé, however, the CNTU gave a few specific examples of where it thought it was being placed on an inferior level to that of the Canadian Labour Congress. The most typical example was spelled out in the addendum to the brief (see facing page) submitted separately to each of the 14 ministers present.

### Labour Legislation

On matters relating to labour legislation and to its application, the Confederation of National Trade Unions made certain suggestions that caught the attention of Hon. John R. Nicholson, Minister of Labour.

The CNTU asked first of all for a reform of the Canada Labour Relations Board. It considers that labour representation is unequal. The Act or its regulations must be amended, so that when the two organizations, that is, the Canadian Labour Congress and the Confederation of National Trade Unions, are involved in a dispute whose solution must be given through a decision of the Board, there should be an equal number of representatives from the two organizations; this means, for all practical purposes, either increasing the representa-

tion of the CNTU or decreasing the representation of the CLC.

In addition, the Confederation is asking that the Board be bilingual. The brief states: "We acknowledge that the Board grants certain facilities to those who are French-speaking and puts interpreters at their disposal. In a country that calls itself bilingual, we think that more should be done than supplying interpreters, especially at the federal administrative level. That is why we believe it is the appropriate time to suggest to you that in principle the members of the Board and its high officials should all be bilingual, or at least that everyone should be able to make himself understood directly in his own language."

With regard to the union rights of employees and federal civil servants, the brief points out "that the Canadian government has already announced its intention to introduce a bill seeking to grant to its employees and civil servants the right of collective bargaining. And so, we are of the opinion that the coverage of the collective agreement for federal employees should be similar to that provided for in the Industrial Relations and Disputes Investigation Act. Furthermore, the employees should be able, if they deem it advisable, to have recourse to a strike."

### Rule of Alternating

With regard to sending a Canadian delegation to the annual meeting of the International Labour Organization, the brief reads: "Canada as a member of the International Labour Organization agrees to send to its annual meeting a delegation made up of representatives of the Government, the employers and the workers. The representatives of the workers and employers are appointed by the Government, but under the recommendation of the associations. For quite a long time our movement has accepted the government invitation and one of our members acts as technical adviser for the labour delegate, who until now has been a member of the Canadian Labour Congress. We believe that this is an abnormal situation and we think that

it should be corrected through the application of the rule of alternating. In other countries where there are more than one labour organization, the various organizations agree that each in turn should recommend to the Government the labour delegate to be appointed. It should be the same here in Canada, where there are two large labour organizations.

"We are willing to admit that the membership of the Canadian Labour Congress is higher than that of the CNTU. Therefore, what we consider to be proper is that every four years the CNTU should be asked by the Government to recommend one of its members who would act as the labour delegate instead of to appoint a technical adviser for the labour delegate. We believe that this request is perfectly justified and in accordance with the established rule in other countries.

"The Government of Canada must put all the major labour organizations on an equal footing and must treat both the same way. The CNTU is a Canadian organization and is proud of it; its rate of growth shows that the workers are more and more putting their trust in it. It seems to us that the time has come for the Government to recognize the two labour organizations and not only one. The CNTU has sufficiently proved its interest and its desire to participate in all committees of commissions where it is invited, that our request should be granted by your Cabinet."

### Shipbuilding and Related Industries

"The CNTU does not find anything encouraging in the philosophy underlying the government policy announced recently with regard to shipbuilding and related industries in Canada. It regrets that there seems to be so little concern about the effects of this policy on the economic and social welfare of thousands of workers in that industry. In the past, government shipbuilding programs consisted of a series of promises, of counter-orders for starting the work, and of interruptions. Until now, the Government has refused to take appropriate action concerning these legitimate claims of labour, which asks for a course of action likely to bring long-term employment stability through the adoption of a true Canadian shipbuilding policy. Once more, the shipbuilding industry is subject to obscure regulations, complicated by a mixture of national and international policy. Allow us to point out that Canadian shipbuilders cannot continue to use their workers as an equalization factor enabling them to face interna-

tional competition without obtaining financial assistance from the Government or without the support of a constructive and consistent government shipbuilding policy."

### Other Requests

The CNTU delegation raised questions relating to the economic growth of Canada. In addition, the brief referred to certain aspects of constitutional life, the old age pension, the Fowler report and, in the field of international affairs,

it expressed certain viewpoints concerning the independence of Rhodesia in South Africa, mainland China, the Viet Nam war, the military budget and aid to developing countries. On all these questions, the CNTU tried to persuade the Cabinet to grant it the same treatment as the Canadian Labour Congress. The Confederation explained in more detail its wish to participate more actively in the working out of plans in the discussion, and in the decisions taken on the questions just referred to.

## Addendum to CNTU Brief

On November 9, 1965, the *Syndicat général du Cinéma et de la télévision* submitted a petition to become representative of a certain group of French television network employees of Radio-Canada Corporation.

This unit previously had been represented by an American union known as IATSE. It grouped within the same national unit all the other employees of the entire Corporation, French network and English network.

On December 15 and 16, 1965 a hearing was held before the Canada Labour Relations Board to hear the petition of the SGCT (CNTU) and the objections, [to it].

The CLRB at the time comprised a chairman, four (4) union members, of whom three (3) were from the CLC, and three (3) management members.

Opposing the SGCT petition were:

IATSE

NABET

SCT (*Syndicat Canadien de la Télévision*)

Radio-Canada

It should be noted that in the decision mention is made of the fact that the Federation of Authors and Artists intervened, when this is not the case. The Federation would have found it difficult to oppose the SGCT (CNTU) since it signs contracts with Radio-Canada involving the French network.

*The Syndicat Canadien de la Télévision* which opposed the petition had been defeated in its own petition for accreditation by unanimous decision of the CLRB. It had declared that a union in good faith

was not involved within the meaning of the law.

The question may well be asked, under the circumstances, what it was doing as a co-respondent in this matter. Why was it represented when within the meaning of the law it does not exist?

The NABET representative maintained before the Board that it opposed the SGCT (CNTU) petition because it feared it would lose the French network members affiliated to it if the Board acknowledged that the French group could form a unit capable of negotiating.

It submitted that the Montreal group comprised the greatest number of members of its group; and that if it lost this group it would be left with insufficient union assessments.

It therefore showed implicitly that the members of its French network union were dissatisfied with their union and that it wanted to force them to remain in it. The aim of a genuine union should not be primarily to collect as much money as possible.

IATSE opposed the petition of SGCT (CNTU). Now, some time previous a vote had been taken among all IATSE members to determine if they wished to be represented by this union. Eighty per cent of them replied no. IATSE no longer represented the employees of Radio-Canada; this had been established.

Radio-Canada Corporation through one of its representatives, Mr. C. McKee, opposed the SGCT (CNTU) petition by stating it was in the interests of the employees to belong to a national unit. In addi-



tion to contesting Radio-Canada's right to paternally decide what is good or bad for its employees, we contend that Radio-Canada came into contradiction with itself since it had already signed labour contracts with two groups of its employees at the French network level:

- (a) Federation of Authors and Artists, of which we have spoken above;
- (b) The Association of Producers, which negotiates and signs collective agreements covering French television network producers.

How can Radio-Canada justify such contradictory intervention in its own actions?

The FAAC is a union organization affiliated with the Canadian Labour Congress. CLC officers who appeared before the Board to fight the recognition of SGCT (CNTU) on the pretext that national unity could not be sectioned, acknowledge this right for the authors and artists within their union organization.

The majority of employees of the petitioning negotiation unit joined the SGCT (CNTU). This fact is incontestable and recognized by the Board. It also was acknowledged that SGCT (CNTU) is a genuine union within the meaning of the law.

Examination of the composition of the Board which heard the petition will make it clear why this group of employees was denied its right of association. Three labour representatives out of four represent a rival trade union organization, the CLC. From the outset there was serious injustice for the petitioning union and its members.

Examination of the transcript of the inquiry prompts us to question the objectivity of the hearings.

The Industrial Relations and Disputes Investigation Act does not lay down set rules to define and describe the negotiation unit competent to bargain. This is up to the Board. Hence, when the composition of the Board was as mentioned above, there is little chance of an organization like the CNTU in an inter-union conflict, particularly in a case where one or several CLC unions feel themselves threatened with loss of members. The CLRB decision, if it were to be maintained, would mean that workers

are forced by law to join a union against their will.

Radio-Canada Corporation first informed us that it was not satisfied with the CLRB decision because it now believed that IATSE no longer represented its employees. It would have been simple to say this to the Board during the hearings.

A few days ago Radio-Canada announced publicly that it wanted a revision of IATSE's accreditation. The Corporation would like all parties to be heard again by the Board.

The composition of the Board and the decision handed down make us sceptical about the chances of getting justice.

Since the CLRB decision and the dismay it caused among all the employees of the French television network and in the written and spoken press, other unions affiliated with the CLC have been trying to recruit members from the old IATSE group. For example, NABET made this intention known. A few days later the Canadian Union of Public Employees did the same. It seems obvious that the only purpose of the CLC is to prevent, by any means whatever, the exercise of employees rights of association by remaining in a free, autonomous and democratic union affiliated with the CNTU.

The French Television network constitutes by itself a different administrative unit within Radio-Canada.

The employees are not required to be transferable from one network to another when they are hired by Radio-Canada. There is no mobility of staff between the two networks.

It was acknowledged by Radio-Canada before the Board that there are differences, and that such differences are important, between the work done at the French network and that done at the English network.

The members of SGCT (CNTU) maintain that it is impossible to exercise their right of association with employees who are geographically distant, who have different problems, and whom they do not have occasion to know, and whom furthermore they do not understand because of the language barrier.

It is inadmissible that the employees of the French network should be subjected, in their right of association, to the will of employees of the English network. The latter live hundreds of miles away,

do not perform similar work, do not have the same language or culture, yet are deciding how the French group should use its right of association.

Only when the public interest is at stake may employees be prevented from making their choice of unions. If the public interest is involved, it is involved also as regards members of the FAAC (which was not taken into account by Radio-Canada nor the CLC in this case) and the members of the Association of Producers (which was not taken into account by Radio-Canada).

At a general meeting after the CLRB decision had been handed down in French, the members of SGCT (CNTU) protested against denial of justice in the proceedings, the attitude of certain interveners, as well as the denial of right of association.

It is beyond imagination that an employee should exercise his right of association only on the express condition that another employee living in Toronto or Vancouver be in agreement. How can a person associate with another he does not know and who cannot have the same aspirations, among others, in the cultural sector?

In all provinces the right to work embodies recognition that the industrial unit or administrative unit is the basis of the exercise of right of association either according to occupation or company. The same juridical reality exists in the United States. Why should it be otherwise in Ottawa?

The petition by the SGCT (CNTU) to represent employees of the French network is in accordance with the political structure and the ethnic make-up of the country.

It was stated that nationalism and separatism had little influence on labour organizations in Quebec and that the CLRB decision could upset the situation. We would like to recall that the CNTU is a Canadian organization which is opposed to all kinds of discrimination, and that it cannot allow any form of discrimination as regards itself and its members. We are of the opinion that the CLRB decision is an extremely grave provocation, even allowing that it might be unintentional.

We maintain that the CLRB has handed down different decisions in a number of other cases as regards principles. To cite but one, there

# The Government's Reply

was a group of employees that asked to withdraw from another group in the same category of the same company. The latter was affiliated with the CNTU. The Board's decision went in favour of those who wanted to withdraw and form a distinct unit.

We have frequently had considerable difficulty before the CLRB. A federal body must accept the realities that exist in the country. If this is not done, and if the employees concerned by this matter do not obtain justice, the CNTU will seriously question its participation in federal organizations, in the future.

The present situation therefore is extremely serious and we are combatting it with all the means at our command. It constitutes an assault on trade union freedom and puts cultural freedom within Canadian Confederation at stake.

A federal body like the CLRB cannot directly or indirectly be made the tool to shackle a free union for the benefit of an American union that is unacceptable to its members.

The CLC must respect the workers' right of choice despite the departure of a goodly number of its members who have chosen a central labour organization without ties outside this country.

It is unthinkable that the Canadian Parliament should have created such a body (the CLRB) to allow for one central labour organization to enjoy certain privileges. It is unthinkable that the federal Cabinet be made a helpless witness of such flagrant violation of right of association. It is unthinkable that the federal Cabinet should be powerless in the face of more such irrational behavior.

Judicial equality before the law cannot be denied. There can be no forcing of groups of workers to belong to moribund unions because they claim to be established coast-to-coast . . .

We pray you to consider:

- that the principle of union liberty and freedom of association is being violated;
- that a major group of employees are being prevented from obtaining a collective agreement through their freely chosen union.

Your Government is called upon to take the appropriate steps to remove this injustice.

The discussion between the Cabinet and the representatives of the Confederation proved how seriously the Government was taking the suggestions made by the CNTU when the Minister of Labour himself proposed that, immediately after the submission of the brief, the leaders should go to his office in order to begin at once a discussion regarding a new meeting, when an attempt would be made to come to an agreement on the problems concerning the revision of the Industrial Relations and Disputes Investigation Act, the action to be taken in the case of the shipbuilding industry, and finally to discuss in more detail the general wishes expressed in the brief of the Confederation.

Hon. Jean Marchand, Minister of Citizenship and Immigration but slated to become Minister of Manpower, declared. "It is true that on listening to the reading of the brief, I often asked myself on what side of the table I was sitting. (It will be recalled that Mr. Marchand was a former president of the CNTU.) The separation is still quite recent, because I have not given up all the bonds that still unite us on the personal level, and also on that of ideas, because I do not believe that one must automatically and necessarily change one's thinking because he is sitting on the other side of the table. Let us say that in a Cabinet, as on the executive of a labour organization, there is a certain solidarity. It is perhaps not proper to say what one thinks and with what points one agrees, but neither is there an obligation to say with what one disagrees.

"[The brief] contains several ideas which the CNTU has been expressing for many years, and I have every reason to believe, as it happened on several occasions, that gradually these ideas will be accepted by the governments and the leaders of the country.

"You make reference to special problems. There are some of them which are connected, let us say, with the Constitution itself. As far as I am concerned, these are the immediate problems, the more important problems, because between us before deciding whether a country is going to the left or to the right, or to the centre, perhaps a decision must first be taken as to whether this country will be allowed to exist. It is rather essential that Canadians have an idea of the nature of their country and of what their country should be. This point undoubtedly is expressed in your brief; however, it is noted that other Canadian bodies do not entertain this

common thought to the same extent; they still do not have common objectives; there is still not even general agreement as to the general structures which should contain all their activities. This, in my opinion, is an extremely important problem.

"There is one thing, though, concerning the labour force: it is a small sentence that I noticed yesterday while reading the brief. I do not entirely agree with the way you express it, because what we are attempting to do in the Department of Manpower is to place the workers in an economic position, so as to enable them to benefit from institutions which are under provincial jurisdiction, that is, by intervening when it is a question of strictly provincial methods and programs, and thus trying to place them in a position where they will be able to benefit from the provincial programs. As far as the labour field is concerned, let us say that in this field I am personally ready to state that our position can be defended because it is the essential element of Canada. We ought to find out whether at a given moment it would be possible to make a redistribution of the resources of Canada, in order that the provinces may be able thereby to occupy their jurisdiction; we have to find out if it would be possible to make a certain redistribution of the national wealth through the federal Government. This, obviously, is a problem for which there is no simple solution, but as far as I am concerned it is as fundamental a problem as the last problem which you mentioned and which is also an important problem.

"I accept the Canadian reality, which is first of all a reality based on the dual nature of the Canadian nation, and this is a matter which is not going to be settled by strictly jurisdictional decisions. It is quite a living reality which we shall not suppress in spite of what some people think; French-Canadians will not be able to suppress it, no more than English-Canadians or English-speaking people of North America. I do not think either that there will be a movement in the opposite direction. We have to accept ourselves as we are in order to live better together, because we cannot live separately. This is the Canadian problem and I believe, in fact I know, that on this point the CNTU has always defended its freedoms. I believe that the labour movement in general has defended its freedoms and that it must continue to defend them. Otherwise, there is danger that it may deprave its mission."



# CLC-Sponsored Education Conference

## Attended by 700 Union Members

Strikers' rights, separatism, bilingualism and inflation discussed at two-day meeting in Niagara Falls

Strikers' rights, separatism, bilingualism and inflation were some of the issues discussed at the two-day annual education conference in Niagara Falls sponsored by the Canadian Labour Congress. About 700 union members attended the February meeting.

Dwight Storey, legislative director of the United Steelworkers of America, told the seminar that the labour movement is putting too much emphasis on eliminating management's use of court injunctions. He suggested freezing the company's operations by padlocking a plant during a legal strike. He was aware that this could be done only by a government order and with the co-operation of the police. "At least then we would have honest collective bargaining," he said. And economic expediency would force one side or the other into an early settlement.

Mr. Storey criticized the present legal interpretation of picketing. He said the courts restrict demonstrations to a handful of pickets for the purpose of influencing would-be strike-breakers and the public, but picketers did not always get the opportunity to speak to strike-breakers. He cited as an example a strike in Peterborough, where police held back the picket line, and workers hired since the strike were rushed through in cars.

Lorne Inge, legal counsel for the CLC, said that if the employees' rights are to be restricted while legal procedures are exhausted, it seemed only fair that the employer should be prevented from filling the vacated positions until the end of the strike.

Mr. Inge deplored the practice of granting *ex parte* injunctions at management's request without hearing any evidence from the employees. "This tips the scales strongly in the employer's favour." He added that injunctions prevent employees from using the strike weapon

effectively and "this is ultimately the only weapon they have."

He believed there was also a strong case for doing away with restrictions on peaceful methods of striking. "Surely it violates no basic principle of justice to allow pickets to try to persuade their fellow employees by signs or in other ways that they should refrain from working during the course of the strike." Strikers should also have the right to dissuade suppliers and customers from dealing with their employer, he concluded.

### The Separatism Question

In an address on the question of separatism, Eugene Forsey, CLC research director, suggested six basic steps to keep Canada united:

- bilingualize the whole of the federal administration;
- give French-Canadians more of the big federal cabinet jobs;
- make New Brunswick, with its large French-speaking population, officially bilingual;
- provide French education for French-speaking children across the country;
- allow any member of a provincial legislature to speak French;
- establish bilingualism in the courts and municipal councils of all centres with a substantial French-speaking population.

The alternative for Canada, he warned, is to be "gobbled up piecemeal by the United States."

Gerard Rancourt, secretary of the Quebec Federation of Labour, said that bilingualism was a basic condition for Canada's survival. He believed that it was still possible for Ontario workers to agree with Québec workers on a plan that would be fair to the linguistic minorities in both provinces. "French-

Canadians in Ontario must be given an education system comparable to that of English-speaking minorities in Quebec."

Mr. Rancourt urged the labour movement to seek "a type of federalism" that would serve as a model for the whole of Canada. The labour movement in Québec has so far resisted separatism, he warned, but "time is running out."

### "Exercise in Panic"

The seminar was told that holding the line on wages would reduce purchasing power and the potential growth needed to generate one million new jobs by 1970. Russell Irvine, CLC associate research director, urged unions to continue to seek higher wages. He described the Government's alarm over the possibility of inflation as "an exercise in panic."

Proposals or cutbacks in social capital and public works could lead to a recession, he said. He told the seminar that Canada had the most stable labour costs of any country in the western world. The sharp rise in the consumer price index last year could be explained by factors such as food costs, automobile and medical insurance, Mr. Irvine said. If the threat of inflation arises, the labour movement would be prepared to discuss a national incomes policy, but rents, profits and managerial salaries would have to be included. He said that labour could not accept the proposition that wage increases should be governed entirely by increased productivity, because it would freeze labour's share of the national income.

Mr. Irvine's views were backed by Harry Waisglass, Canadian research director of the United Steelworkers of America, who blamed price increases on the "avarice and hunger of the Canadian businessmen. They believe in the free enterprise system when it suits them, but

*Continued on page 243*

# Unemployment Insurance Advisory Committee

## Report for Year Ended March 31, 1965

For the first time in several years, the Unemployment Insurance Fund is showing an increase at the end of its current fiscal year. According to the report of the Unemployment Insurance Advisory Committee, tabled in the House of Commons for the year ended March 31, 1965, the increase of \$40 million from \$0.9 million is a reflection of improved employment conditions, indicated by a drop in the number of claims for benefit, a decrease in the percentage of the unemployed labour force, and a record high contribution revenue of \$373 million.

Although the fund was forced to borrow from the Government during the first part of the year, the amount borrowed was less than at the corresponding period of the previous year. The total amount borrowed in 1964-65 was \$26.5 million (compared with \$35 million the previous year). Repayment of \$14 million was made in June 1964 and the remaining \$12.5 million in July 1964.

If unemployment conditions in 1965-66 prove similar to those in 1964-65, the fund may show a further increase and have a balance of \$95 million by March 31, 1966. But the committee cautions against undue optimism, stating that it is mainly the improved employment situation that has arrested the series of previous annual deficits, and that the margin of safety is small. "No adequate reserve exists as a cushion against even a comparatively slight deterioration in employment conditions."

The committee is concerned that another year has passed without legislative action on recommendations made in the 1962 Gill Committee Report, but the Speech from the Throne raised hope that the Government intends to introduce a revision of legislation on unemployment insurance that will put the unemployment insurance plan on a sound basis. It is aware that since the last revision of the Act in 1959, and with continuing increases in wage rates, many insured persons are passing beyond the range of unemployment insurance. On this score alone, the report states, revision of the unemployment insurance scheme is necessary.

The report is reprinted below.  
To His Excellency the Governor in Council:

The Unemployment Insurance Advisory Committee has the honour to report as follows:

Section 89(1) of the Unemployment Insurance Act requires the Committee to report not later than July 31, each year, on the financial condition of the Unemployment Insurance Fund as at the preceding March 31.

The Committee met on July 14, 1965, and received and considered the following reports:

(a) from the Unemployment Insurance Commission, financial and statistical statements for the fiscal year ended March 31, 1965;

(b) from the Dominion Bureau of Statistics, a tabulation of 1964 unemployment insurance statistics;

(c) from the Actuarial Branch, Department of Insurance, a report on the prospective state of the Unemployment Insurance Fund.

Preliminary estimates of the covered population by the Dominion Bureau of Statistics, based on the issuance of Social Insurance numbers to insured persons, indicate that the number of persons covered by unemployment insurance at June 1, 1964 was 4,170,000, compared with 4,113,000 one year earlier, an increase of 1.4 per cent. At mid-1964, the total labour force was estimated at 7,245,000 an increment of 200,000 or 3 per cent from the same date in the preceding year.

The Committee reports that the balance in the Unemployment Insurance Fund as at March 31, 1965 was \$40,496,762. This compares with the balance in the fund at the end of each of the three preceding fiscal years as follows:

1965 .....	\$40,497,000
1964 .....	874,000
1963 .....	9,692,000
1962 .....	66,598,000

The following additional statistics provided in the financial statements of the Unemployment Insurance Commission are of particular interest:



	1965	1964	1963	1962
(in thousands of dollars)				
Increase or decrease in balance from previous year.....	+39,622	-8,817	-56,905	-118,087
Contributions from employers and employees.....	310,751	296,585	286,430	277,789
Contributions from the Government of Canada.....	62,150	59,317	57,286	55,558
Amounts collected in penalties....	121	109	103	90
Interest on investments.....	1,792	1,061	2,466	6,800
Interest paid on loans.....	163	237	—	2,961
Total net revenue.....	374,815	357,074	346,285	336,253
Ordinary benefit payments.....	265,660	287,512	318,119	352,328
Seasonal benefit payments.....	69,370	78,141	85,071	102,411
Excess of expenditure over revenue.....	—	8,817	56,905	118,087
Excess of revenue over expenditure.....	39,622	—	—	—
<i>Fishing coverage</i>				
Contributions from employers and employees.....	1,293	1,245	1,207	1,075
Contributions from Government of Canada.....	259	249	241	215
Benefit payments.....	11,732	11,437	10,882	11,650
Excess of benefit payments over contributions.....	10,180	9,943	9,434	10,360
<i>Other statistics</i> (number)				
Number of initial claims for unemployment insurance received.....	1,311,000	1,385,000	1,507,000	1,613,000

During the 1964-65 fiscal year the Unemployment Insurance Fund increased from \$0.9 million to \$40.5 million. Although the Fund was forced to borrow from the Government during the first part of the year, the amount borrowed was less than at the corresponding period in the previous year. The total amount borrowed in 1964-65 was \$26.5 million (compared with \$35 million the previous year). Of this, \$17.5 million was borrowed in April 1964, and \$9 million in May 1964, at interest rates ranging from 3½ per cent to 4½ per cent. Repayment of \$14 million was made in June 1964, and the remaining \$12.5 million in July 1964.

The increase of \$40 million in the Fund is a reversal of the series of annual deficits that occurred in the several preceding years. This improvement is a reflection of improved employment conditions, indicated by a drop in the number of claims for benefit, a decrease in the percentage of the labour force who were unemployed, and a record high contribution revenue of \$373 million.

In considering the prospects of the Fund during the 1965-66 fiscal year, the Actuary of the Department of Insurance

has indicated in his report that if unemployment conditions in 1965-66 should prove to be very similar to those of 1964-65, the Fund may be expected to show a further increase and to have a balance of \$95 million at 31 March, 1966.

It is apparent that it is mainly the improved employment situation that has arrested the series of previous annual deficits in the Fund and that the margin of safety is small. No adequate reserve exists as a cushion against even a comparatively slight deterioration in employment conditions.

The Speech from the Throne at the beginning of Parliament indicated the intention of the Government to introduce a revision of legislation on unemployment insurance, which the Committee assumes will put the unemployment insurance plan on a sound basis. The Committee notes that the report of the Gill Committee containing recommendations for revision of the scheme, was made in 1962 and the Committee is greatly concerned that still another year has elapsed without legislative measures having been introduced to this end. The Committee is very conscious that, with

the continuing increases in wage rates since 1959, when the last revision of the Act was made, many insured persons are finding that they are passing beyond the range of unemployment insurance, and on this score alone revision of the unemployment insurance scheme to keep such workers within the ambit of unemployment insurance is necessary.

However, as the Gill recommendations for corrective measures are still under consideration by the Government, this Committee is still in a position where, as indicated in its previous report, it considers that it should refrain from making any detailed proposals for revision of the unemployment insurance scheme.

With reference to the date for making its annual report, the Committee notes that under Section 89 of the Unemployment Insurance Act this must be done within four months after the end of the fiscal year, i.e., not later than July 31. As there is a considerable interval after the end of March before final figures for the fiscal year are known, several of the reports prepared for the Committee, such as the report of the Actuary, cannot be available until July. The Committee cannot give these reports sufficient study when it has to submit its own report by the end of July. The Committee suggests that in any amendments made to the Act provision be included for extending the time for submitting its report to the Governor in Council.

The Committee wishes to express its appreciation to the Unemployment Insurance Commission and its officers, the Actuaries of the Department of Insurance and the officers of the Dominion Bureau of Statistics for the information and explanations they have provided.

Respectfully submitted,

(Sgd.) Arthur H. Brown,  
Chairman.

## British bill wins TUC support

A bill introduced in the British House of Commons would force companies and trade unions to disclose, in advance, plans to increase prices or demand higher wages. Violators would be subject to fines of up to \$1,400.

Several large unions have come out strongly against the bill, but the Trades Union Congress, the national organization of the trade-union movement, supported the legislation on the condition that it would be consulted before the bill actually came into effect.

## Changing Patterns in Women's Employment

A "remarkable rise" in the number of working women in Canada was described to delegates attending a one-day conference in Ottawa on March 18, 1966.

Organized by the Women's Bureau of the Canada Department of Labour the conference examined the theme, "Changing Patterns in Women's Employment," and sought to discover the past, present and possible future trends of the working world of women. Papers were given by Dr. Sylvia Ostry, Assistant Director of the Labour Division of the Dominion Bureau of Statistics, and by Dr. Noah M. Meltz, Department of Political Economy, University of Toronto, and Scarborough College.

Dr. Ostry, a former member of the staff of the Economics and Research Branch of the Department of Labour, received a B.A. degree in honours economics from McGill University in 1948, an M.A. from the same University in 1950, and a Ph.D. in 1954 with residence at Cambridge University (England) and McGill.

She served as a Research Officer at the University of Oxford Institute of Statistics, later as Assistant Professor at McGill, followed by a post as Associate Professor in economics at the University of Montreal. In 1964 she re-entered the Civil Service of Canada, and is at present Assistant Director, Labour Division, Dominion Bureau of Statistics, and a consultant to the Economic Council of Canada.

Dr. Ostry pointed out that the proportion of adult women who go out to work rose from 14 per cent in 1901 to 30 per cent in 1965. At present the female share of the total working population of both sexes is rapidly approaching one third. A larger proportion of women, in all age groups except teenager, is now earning a living, with the greatest increase occurring in the middle- and older-age groups. These groups were composed mainly of married women with children, most of whom were, in fact, re-entering the labour force.

"For the first time in this century a two-phase working cycle has emerged—a phenomenon already apparent in the United States a decade or more earlier," said Dr. Ostry.

"In recent decades there has been a marked expansion of jobs which are considered especially suitable for feminine employment. This growth has opened up new opportunities for women, opportunities to supplement family income in a society which places ever greater emphasis on rising material standards of life. Further to this end, social barriers to the employment of married women have largely crumbled as a consequence of marked changes in the attitudes of employers, no doubt stimulated by the pace and direction of economic growth."

Dr. Ostry added: "Radical improvements in 'household technology,' and the widespread development of commercial substitutes for most household products, have at least potentially released female labour for the market—or for improved housekeeping, child care, or more coffee parties and bridge games."

It seemed highly plausible, she said, that "the large-scale transformation from housewife or mother's helper to secretary or sales clerk must have been related to the fact that a female who has typed until five o'clock may still have the necessary time in which to look for a cheap roast or a rich husband."

### Dr. Noah Meltz

Dr. Meltz, who is also a former economist in the Department's Economics and Research Branch, undertook postgraduate work in economics at Princeton University after graduation from the University of Toronto in 1957. He received his A.M. degree from Princeton in 1960 and his Ph.D. in 1964—the latter with financial support

from the federal Department of Labour and a Canada Council fellowship. In 1964 he joined the Department of Political Economy, University of Toronto and Scarborough College.

Speaking on 'occupation trends,' Dr. Meltz told the meeting that at present most women worked in one of three main occupational groups—clerical (29 per cent), service (23 per cent) and professional (16 per cent)—whereas at the turn of the century, only 5 per cent were in clerical, 42 per cent in service, about 30 per cent in manufacturing, and 15 per cent in professional.

The "tremendous" swing to clerical work had been largely the result of growing demand and growing availability of supply—but another result had been that average earnings in clerical work had risen very slowly.

The general belief, said Dr. Meltz, was that job opportunities for women in these three employment groups would tend to increase, as the occupations would continue to outgrow the labour force.

Dr. George V. Haythorne, Deputy Minister of Labour, said in welcoming the delegates: "We are increasingly aware of the importance of developing and utilizing all our human resources for the sake of both the economy and the individual. At the same time, we must ensure that the increasing demand for workers does not water down our existing standards and conditions of work—particularly with regard to women in part-time occupations."

Conference participants included Mrs. Ethel McLellan, Director, Women's Bureau, Ontario Department of Labour, Miss Mary Rocan, supervisor of the Women's Bureau, Saskatchewan Department of Labour; representatives from provincial departments of labour and education, federal departments of National Health and Welfare, and Citizenship and Immigration and representatives from non-governmental organizations and business enterprises.

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By the staff of Women's Bureau, Department of Labour.



# Vocational Rehabilitation In the Manpower Program

Speaking of the recently announced re-organization of manpower programs, the Prime Minister said, "We mean [by manpower policy] a policy that will ensure to every Canadian a real opportunity to develop his abilities and skills to their full potential; to put his knowledge and competence to work in the trade or profession of his choice; and to maintain and improve his skills and knowledge so that he can respond to the changing needs of a very dynamic working world.

"Manpower policy is concerned with preparing people for employment, with helping them to find and take advantage of employment opportunities, and with giving them needed assistance in adjusting to changing employment conditions. It requires the provision of education and training, of counselling, job information and placement services, and of assistance in moving to new localities and acquiring further training as may be necessary.

"All of these services are now available to some extent in this country, but we want to ensure that they are of the highest quality, that they are made available as fully and efficiently as possible, and above all that every Canadian has equal access to them."

## Vocational Rehabilitation a Part

Vocational rehabilitation is one of the services available in Canada today. It constitutes a very necessary part of an effective manpower program, indispensable if every Canadian is to be assured an opportunity to take his place in the working world and benefit from the economic prosperity of our country.

## Disability Produces Dependency

Disability is one of the major causes of dependency, and it results in serious losses to the economy of the nation. Families may be broken up as a result; the costs of public assistance and institutional care go up; skills and abilities remain unused or not developed. There is a resultant loss in purchasing power and tax revenues. Perhaps the greatest losses are in the dignity, pride and self respect of persons who find themselves

unable to provide the necessities of life for themselves and their families.

The Prime Minister might have had such persons in mind when he said: "In future, public policy must find ways of providing the constructive help and services which these people need before their problems become chronic. In this task, manpower policies and programs will play an important part. There are far greater benefits, both for the individual and for society, when people in need are given positive help to continue working, rather than being shunted into welfare assistance alone and forgotten."

## Research to Strengthen the Program

A number of steps have already been taken with a view to strengthening manpower services and increasing the effectiveness of vocational rehabilitation. It was for this reason that the government recently announced an expansion of the program of university research grants in manpower, industrial relations and the general field of labour economics.

This program, which began in 1951 with grants for studies in the field of industrial relations, now offers aid for research studies into changing manpower requirements, adaptation of manpower, investment in education and training, and unemployment. This year, provision has been made to include studies in vocational rehabilitation.

In addition to the grants available under the grants program, financial support for approved projects is available under the terms of the Vocational Rehabilitation of Disabled Persons Act. There are many areas of concern in which research might be very useful in developing our rehabilitation program and making it more effective. Among these are the following:

1. The magnitude and characteristics of vocationally disadvantaged groups in Canada—the chronically unemployed, the physically handicapped, the mentally retarded, the older worker, the educationally deficient, the school drop-out, etc.

2. The effectiveness of rehabilitation services in Canada.

3. The co-ordination at local, provincial, and federal levels of rehabilitation and other manpower services in Canada.

4. The application of new psychological and educational theories to the rehabilitation of vocationally disadvantaged persons.

5. The creation of job opportunities requiring lesser degrees of skill, by means of job analysis and job re-design and study of the relationship between employer's hiring requirements and actual job requirements.

6. The development of techniques for the assessment of vocational potential.

7. Sheltered workshops and other special work-oriented facilities.

8. The training and development of professional and technical personnel in vocational rehabilitation.

9. Experimental and demonstration rehabilitation-oriented projects.

Research along these lines would help to provide new information about the nature and extent of disability, and on how to overcome problems involved in restoring handicapped people to lives of usefulness and accomplishment. It would help to evaluate the effectiveness of the present program and to show up gaps in service that need attention. New methods and techniques would be developed, and ways of improving the program would emerge.

The announcement of this program has aroused considerable interest among organizations and individuals concerned with the welfare of the disabled. One research project has already been launched, and a number of submissions have been received and are now being evaluated by the committee set up to review requests for grants for this purpose.

Manpower policies are concerned with the well-being of Canada's citizens in the labour market, and vocational rehabilitation has a special concern for those people who are at a disadvantage when they seek to take their place in a working environment. Vocational rehabilitation programs seek to assure them of equality of opportunity, their fair share of the wealth of this country, and the understanding and acceptance of employers and fellow workers, to the end that every Canadian may have a real opportunity.

# Employment Review

Employment increased between January and February by an estimated 32,000 to 6,766,000. The labour force increased by 29,000 to 7,122,000 during the month.

Unemployment, at 356,000, was almost unchanged from January. The unemployment rate in February represented 5.0 per cent of the labour force, compared with 5.1 in January, 5.8 per cent in February 1965, and 7.0 per cent in February 1964. Seasonally adjusted, the February 1966 unemployment rate was 3.5 per cent.

## Employment

The advance in employment between

January and February was mainly in manufacturing. In all other industries, employment remained at about the same level. The construction industry was very active for the season, evidencing continuing strength in both residential and non-residential construction.

Total employment was higher than a year earlier by 306,000, or 4.7 per cent. Non-farm employment increased by 350,000, or 5.9 per cent compared with February 1965. Farm employment was estimated at 469,000, which was 44,000 lower than in February 1965.

Employment was noticeably higher than a year ago in all regions. The gains ranged from 3.5 per cent in the Prairie

region to 7.2 per cent in the Atlantic region.

## Unemployment

Unemployment remained practically unchanged between February and January, but the February estimate was 41,000 lower than a year earlier.

Of the total of 356,000 unemployed in February, 300,000 were men and 56,000 were women. Some 276,000, or three-quarters of the total, had been unemployed for less than four months. The remaining 80,000 had been unemployed for four months or more.

The review is prepared by the Employment and Labour Market Division of the Economics and Research Branch.

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The tables, Labour Market Conditions and Classification of Labour Market Areas, were not available at press time.

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## U.S. Farm Labor Conference

Many of the topics discussed at the annual United States Farm Labor Conference, held in San Antonio, Texas, were of interest to those dealing with agricultural manpower in Canada.

During the conference, the Canadian representatives, F. M. Hereford, Director of Special Services Branch, Department of Labour, and W. Davison of the Ontario Federal-Provincial Agricultural Manpower Committee, met officials of the U.S. Federal Farm Labor Service, the U.S. Department of Labor and those states that supply Canada with tobacco workers.

The Ontario Federal-Provincial Committee had been informed that the tobacco acreage would be increased this year, and that Canada would require some 300 to 400 additional tobacco workers from the United States. Last year about 2,500 U.S. tobacco workers came to Canada. The U.S. representatives said that although there was no surplus of workers in the U.S., both the federal Government and the state authorities were prepared to assist Canada in every possible way, and they gave some indication of the numbers that could be supplied.

The movement of potato pickers from Canada to the United States was discussed, and it appeared that owing to mechanization and the increased employment of domestic workers, the movement would probably be slightly smaller this year. Last year, 3,627 Canadian potato pickers were employed in the state of Maine.

Last fall, 857 Canadians were employed in apple harvesting in the New England states; but steps are being taken to make this employment more attractive to American workers, and it is expected that few, if any, Canadians will be recruited for apple harvesting this year.

### Ways to Increase Recruitment

Through panel discussions, the Conference considered ways to increase recruitment of domestic workers for agriculture. In the panel on farm labour recruitment, the delegates agreed that employers had a responsibility to provide early and realistic estimates of their labour requirements. Many orders from employers did not reflect true working conditions. The delegates urged the completion of orders indicating wages and all other working and living conditions. The importance of adequate wages was emphasized.

In developing good employer-worker relations, Employment Service representatives stated that the employer's attitude was one of the greatest factors making recruitment difficult. Wages were not always the most important factor. Some delegates suggested a psychological study on the workers and their relationships with their employers. The need to improve the quality of worker selection was stressed. They agreed that it was up to the Farm Labor Service to provide workers capable of performing the work and that closer attention to quality would help reduce the rapid turnover.

One third of the unemployed or under-employed in the U.S. are from rural

areas but only a fifth of the total training program is in the rural areas. The delegates stressed the need for increased training in rural areas, not only for farm employment but to prepare workers for year-round non-farm employment.

One delegate enquired about the availability of unemployment compensation for farm workers. A U.S. Department of Labor officer said that there was no reason why compensation should not be extended to farm workers, but he gave no indication of the scope of coverage or when it would come into effect.

### Automation and the Farm Worker

A tomato harvester is now being perfected that will enable 20 skilled workers and four unskilled workers to take the place of 90 hand pickers, the Conference was told. A harvester developed for cucumbers used in pickling will require three or four workers compared with 40, and a sweet corn harvester will replace hand labour at the rate of 9 to 1.

The panel on wages and working conditions drew the most interest. The delegates expressed hope that higher wages and better working conditions would attract domestic workers into agriculture and do away with the necessity of using foreign workers. It was recognized that higher wages would increase consumer prices in crops that were heavily dependent on foreign workers, but the delegates believed that farm workers should not be required to subsidize the price structure of specialty crops by accepting substandard wages.



# Labour Statistics

Principal Items	Date	Amount	Percentage Change From	
			Previous Month	Previous Year
TOTAL CIVILIAN LABOUR FORCE*	(000) Feb. 19	7,122	+0.4	+3.9
Employed.....	(000) Feb. 19	6,766	+0.5	+4.7
Agriculture.....	(000) Feb. 19	469	+2.0	-8.6
Non-agriculture.....	(000) Feb. 19	6,297	+0.4	+5.9
Paid workers.....	(000) Feb. 19	5,746	+0.5	+5.9
At work 35 hours or more.....	(000) Feb. 19	5,655	+0.6	+4.6
At work less than 35 hours.....	(000) Feb. 19	891	+0.5	+3.5
Employed but not at work.....	(000) Feb. 19	220	-3.5	+13.4
Unemployed.....	(000) Feb. 19	356	-0.8	-10.3
Atlantic.....	(000) Feb. 19	65	+3.2	-14.5
Quebec.....	(000) Feb. 19	134	+5.5	-7.0
Ontario.....	(000) Feb. 19	82	-4.7	-11.8
Prairie.....	(000) Feb. 19	41	-2.4	-12.8
Pacific.....	(000) Feb. 19	34	-17.1	-8.1
Without work and seeking work.....	(000) Feb. 19	327	+2.2	-11.2
On temporary layoff up to 30 days.....	(000) Feb. 19	29	-25.7	0.0
INDUSTRIAL EMPLOYMENT (1949=100).....	December	140.1	-2.4	+6.8
Manufacturing employment (1949=100).....	December	129.7	-1.8	+6.4
IMMIGRATION.....	Year 1965	146,758	—	+30.3
Destined to the labour force.....	Year 1965	74,195	—	+32.0
STRIKES AND LOCKOUTS				
Strikes and lockouts.....	February	76	+15.2	+52.0
No. of workers involved.....	February	18,403	+15.9	-30.8
Duration in man days.....	February	237,920	+70.6	-19.1
EARNINGS AND INCOME				
Average weekly wages and salaries (ind. comp.).....	December	\$91.33	-2.4	+6.8
Average hourly earnings (mfg.).....	December	\$ 2.17	+0.5	+4.3
Average hours worked per week (mfg.).....	December	39.9	-3.9	+2.8
Average weekly wages (mfg.).....	December	\$86.72	-3.3	+7.5
Consumer price index (1949=100).....	February	142.1	+0.6	+3.6
Index numbers of weekly wages in 1949 dollars (1949=100).....	December	147.2	-3.5	+4.3
Total labour income.....\$000,000.	December	2,241	-2.2	+13.2
INDUSTRIAL PRODUCTION				
Total (average 1949=100).....	December	238.1	-4.3	+12.0
Manufacturing.....	December	207.3	-5.4	+12.5
Durables.....	December	221.6	-4.3	+18.8
Non-durables.....	December	195.0	-6.6	+6.9
NEW RESIDENTIAL CONSTRUCTION†				
Starts.....	January	7,775	-37.2	+14.0
Completions.....	January	8,215	-12.5	+15.8
Under construction.....	January	101,295	-0.5	+12.7

\*Estimates of the labour force, the employed and the unemployed, are from *The Labour Force*, a monthly publication of the Dominion Bureau of Statistics which also contains additional details of the characteristics of the labour force, together with definitions and explanatory notes. †Centres of 5,000 population or more.

# The Senate Report on Aging

A guaranteed income for all Canadians  
65 years of age and over has been recommended  
by the Special Committee of the Senate on Aging

The principle of a guaranteed income for persons 65 years of age and older is recommended in the recently published final report of the Special Committee of the Senate on Aging. The report suggests that until further study has been made, the maximum annual income now allowed under Old Age Assistance, namely, \$1,260 for single persons and \$2,220 for married couples, should be accepted as the amount of the guaranteed income.

The Committee recommended that a technically competent body should be established to study the needs of older people, and to "develop a socially acceptable minimum budget for single persons and couples, which would be adjusted automatically each year on the basis of a suitable index of consumer spending or earnings." This minimum budget might be reviewed every five years with a view to adjusting it to changes in the circumstances of the working population.

The report said that in 1961, more than half (54 per cent) of the population, aged 65 and older, had annual gross money incomes of less than \$1,000. It also pointed out that the Committee considered it had a particular responsibility for old people who had retired.

"On grounds of equity, as well as of need, something must be done to increase the benefits available to persons aged 70 and over, and to ensure that the retired individual will enjoy future benefit increases that are in harmony with the upward movement of incomes generally," the report continued.

The Committee pointed out that among the older population, "unmarried" women (single, widowed and divorced) appear to be in the worst economic position; and it indicated that in 1961, more than 50 per cent of all women, aged 65 years and older, were in this category.

After presenting certain data, the report continued: "It will be seen that

among the present generation of older people, incomes vary inversely with age, which suggests that those in advanced years, and especially the women, are in greater financial need than persons who retired recently."

Commenting on the action by Parliament in making the Old Age Security pension progressively payable at lower ages than 70, down to age 65 in 1970, the Committee said, "while generally commendable this action, of course, constitutes a further benefit to future retirees . . . without any corresponding benefit to those in the upper age group who, from all the evidence, are in greater need."

The Committee recommended establishment of a guaranteed income plan subject to these general conditions:

- the only conditions for eligibility should be an age of 65, 10 years' residence in Canada, and a net cash income from all sources, including Old Age Security and the Canada Pension Plan, below the stated minimum;
- a simplified income form would be completed annually, and the amount by which the declared income falls short of the established minimum in any year would constitute the benefit for the next year;
- there should be "sample checks" periodically, as under unemployment insurance, to catch abuses; but there should be no means tests of the usual kind;
- income, capital and deductions should be defined and, as far as possible, treated in the same way as for income tax purposes; except that all public transfer payments, other than temporary supplements subject to a means test, should be included.
- the plan should be administered and financed by the federal Government.

The Committee said that it could not estimate the cost of such a program, but

pointed out that this would be offset partly by reduced expenditures under the Canada Assistance Plan. It admitted that many old people would apply for a supplement to income under the new plan who were unwilling to do so when a means test had to be faced.

The report explained that the guaranteed income plan was intended especially for old people who had retired, large numbers of whom were entirely dependent on the Old Age Security Pension of \$75 a month. Consequently, it assumed that as people began to retire under the Canada Pension Plan, the number who would qualify for the guaranteed income would in time diminish considerably.

The Committee examined, and made recommendations on a number of other matters besides employment and income that affected old people. These included health, housing, and community services. It looked into the extent and nature of research on aging that was being conducted in Canada, and found that this country lagged considerably behind the United States, Britain and a number of European countries in the amount of attention that was given to the scientific study of older people and their problems.

The Committee said it had been dismayed at the "great gaps that exist in our understanding of old people and their problems." It was equally concerned to find how often—in such matters as housing, income maintenance and health care—important decisions had been made on the strength of information that planners and administrators recognized as inadequate. The Committee said it was convinced that the federal Government had an important part to play in resolving such problems.

Copies of the complete report are available in English and French from the Queen's Printer or any Canadian Government Book Store under the title *Final Report of the Special Committee of the Senate on Aging 1966*. \$2.50 prepaid.



# Older Workers And The Senate Report

"The problem of employment is likely to arise at any time after a worker reaches the age of 45, and becomes most serious at 65 if there is inadequate income for retirement. Where adequate pensions are available, many at 65 leave the labour force voluntarily and have no problem", said Senator David A. Croll, in an address to the Senate on February 2, 1966. "... limited schooling," he continued, "and the fact that vocational skills, adequate at one period of life, may become obsolete under changing conditions have been important contributors to unemployment among the aging. Brief after brief submitted to the Committee stressed the need to adapt the content and methods of training courses to the interests, attitudes and backgrounds of older trainees."

Senator Croll, Chairman of the Senate Special Committee on Aging, made the statement as he tabled the final report of the Committee. The Committee has been appointed to examine the problem involved in the promotion of the welfare of the aged and aging persons.

The Committee held 32 meetings and received 98 briefs from federal and provincial government departments, voluntary organizations, and 13 individual experts.

## Recommendations

The summary and recommendations were presented under: Income Status and Security, Employment Status and Opportunities, Health Status and Needs, Community Services for Older People, Research and Statistics, and Planning and Co-ordination.

The Committee made 92 recommendations of which nine related to employment and retirement. They were:

- the federal Government should continue and intensify its efforts to correct prevailing misconceptions and to overcome current resistance to the hiring of older workers through educational programs aimed at employers as a group, and particularly through direct contact with individual employers. The support of management and labour should be enlisted, possibly by holding employer-labour institutes;
- on the initiative of the federal Government research should be continued into the characteristics of older work-

ers and the effects of age on specific abilities. Efforts must be made to translate the findings of such studies into enlightened personnel policies and conditions of work related to the changing capacities of older workers;

- the federal Government should maintain a check on applicant qualifications as specified by employers, such as age and education, to ensure that these are realistically related to the requirements of the job;
- studies should be made by the Government of gradual retirement programs, and the findings should be used to stimulate wider interest by management and labour. Programs of counselling and planning in preparation for retirement should be more widely adopted in industry and the public service, and the Government should provide technical consultation to interested persons;
- the federal Government is responsible for analyzing basic supply and demand conditions of employment, administering the programs for retraining and assisting in the movement of workers to areas with suitable job vacancies;
- the federal Government should seek the co-operation of employers and unions to develop procedures relating to staff layoffs and other adjustment to minimize the effects on the employment prospects of disabled older workers;
- the federal Government should strengthen and improve its services to older workers in respect to counselling and job finding, and in larger centres a special officer should be appointed to carry out these responsibilities;
- the Federal-Provincial Vocational Rehabilitation program should be enlarged and strengthened to provide in greater measure for older workers whose disability arises mainly from prolonged unemployment;
- an examination of the programs under the Technical and Vocational Training Assistance Act, which have as their object the upgrading of employed workers and retraining of the unemployed, should be made to determine

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By the staff of Older Worker Division,  
Civilian Rehabilitation Branch, Department of  
Citizenship and Immigration.

the reason for their present limited use and to take the necessary measures to improve their effectiveness, especially for older students.

## Alberta launches third on-job training project

The latest project under the Alberta Government's program to relieve the shortage of skilled labour in the province will affect more than 300 persons.

The third of its kind to be put into effect in recent months, the project involves a job-training agreement between the vocational training branch of the provincial Department of Education and North Western Pulp & Power Ltd., which employs 1,000 persons at Hinton, 190 miles west of Edmonton.

Under the newly signed agreement:

- the pulp company will set up an academic improvement program for both towns people and company employees, the cost of which will be borne by the company as a public service.
- there will be three additional training programs for company employees, with classroom instruction for as long as two hours a week for periods of up to 10 months. Costs here will be shared, as in earlier agreements, between federal and provincial governments and private industry.
- the company will provide facilities and manage training. The province will pay the salaries of instructors and the cost lesson material and texts; and will set up courses and conduct examinations issuing proficiency certificates to successful graduates. The federal Government will help in the selection of trainees and will reimburse the province to the extent of 75 per cent of its expenditure for costs.

The training will at first cover about 100 persons, but the number is expected ultimately to reach 200.

The main incentive to the employees to participate is a promise by the company that holders of proficiency certificates will be given preference in promotion and will qualify for higher rates of pay.

# The Lethbridge Labour-Management Conference

Many of the aspects of automation and technological change were discussed at a special labour-management conference in Lethbridge, Alta., attended by representatives from labour, management, and provincial and federal governments.

Sponsored by the Lethbridge and District Labour Council, City of Lethbridge, Lethbridge Chamber of Commerce, Alberta Department of Labour and the Canada Department of Labour, the one-day conference attracted 130 delegates.

The challenges facing education in the changing world of technology and automation were outlined by Fred C. Jorgenson, Principal of the Southern Alberta Institute of Technology in Calgary. As the main speaker during the morning session, he pointed out some of the problems facing educators.

He said that 870,000 adults in Canada have never passed Grade 4; that only 8 to 9 per cent of Canada's high school graduates were going on to university, and that even fewer were going to technical institutes; that during the past 10 years, those in the professional occupations have increased by 70 per cent, those in skilled occupations by 40 per cent, those in "white-collar" and semi-skilled groups by 30 per cent, while in the same period all other groups have decreased by 30 per cent.

## New Classifications

He stated that although relatively unskilled and semi-skilled jobs were decreasing, the professional, skilled and white-collar classifications were enlarging with completely new classifications such as electronic, aerospace, chemical, industrial and nuclear engineers and technicians.

One of the largest employment fields opening up is selling: a most challenging area which has always been under-rated.

Mr. Jorgenson pointed out the need to educate for the extra leisure time which is a direct result of technological change and the shortening work week.

"Men and women must cultivate a high level of flexibility to enable them to adjust—to live in harmony with the automation of physical surroundings,

changes in human values, and the increase in leisure time.

"Men and women in the work force must be prepared to redesign the items and systems with which they work. They must be prepared to work in jobs that change, and to move from job to job. They must be prepared to continue their education and training throughout their working careers. They must plan constructive use of leisure time.

"Only close and conscientious co-operation among home, school, government, labour, management, professions and community agencies will enable men to come to grips successfully with a life of change."

## Lack of Knowledge

Jack Williams, Public Relations Director for the Canadian Labour Congress, spoke about automation and its effects on employment.

"... We are still at a stage ... where there is an almost frightening lack of knowledge about actual job requirements for the future ... Despite this ignorance, we know with a great deal of certainty that automation is going to have a very real effect on employment conditions; and, indeed is already doing so ..."

Mr. Williams spoke on the recent Manpower Conference in Ottawa, called by the CLC. "... There was a good deal of discussion about the whole subject of retraining ... there was a feeling that management was going to have to assume more responsibility in this regard. ... The delegates were more unanimous in their view that retraining would increasingly become a matter of collective bargaining ..."

"... The accepted practice of unions and management representatives sitting down at stated intervals to discuss and try to agree on conditions for a new contract is all very fine as far as some subjects are concerned. But now it is obvious—and this is an important aspect of the Freedman Report—that there are matters which are properly a subject for labour-management discussions which do not arise at contract time.

"In many cases changes are coming too rapidly and are too unexpected to enable them to be met on a predeter-

mined calendar basis. Problems arise which can't wait, and this makes it essential that both management and labour develop a process of continuing discussion and consultation. This adds up ... to better labour-management relations."

## Discussion Groups

During the afternoon session, the delegates split into discussion groups to consider six aspects of automation as it affected employment, the community, the worker's personal life, education, and the governments' roles. After this discussion period, each leader reported his group's findings to a panel of four men who further discussed the topics.

Panelists were: D. W. G. Sutherland, Manager, Canada Trust Company, Lethbridge; John Kerfoot, Superintendent, Automatic Electric (Canada) Ltd., Lethbridge; Frank Chafe, Canadian Labour Congress; Ted Scheurkogel, President, Lethbridge and District Labour Council.

Kenneth P. DeWitt, Chief of the Labour-Management Co-operation Service, told the delegates: "When manpower adjustment becomes imperative because of technological change requiring urgent consideration, the generally accepted form of normal collective bargaining may fail to provide an adequate solution.

"If the parties fail to recognize that their collective bargaining process no longer provides ready answers, then a crisis will very likely develop at this point—unless the parties can be encouraged to participate jointly in the development of long-term solutions to the manpower problems created by automation and technological advancement. ..."

"The aim of our Service is to bring to the attention of every Canadian, the importance of continual joint labour-management consultation on matters pertaining to automation and technological advancement."

Hon. John R. Nicholson, Minister of the Canada Department of Labour, and Hon. Raymond Reiersen, Alberta Minister of Labour, both spoke about the benefits of labour-management joint consultation at the closing dinner. Mr. Nicholson's remarks were reported on page 142 of the April LABOUR GAZETTE.



# Certification and Other Proceedings Before Canada Labour Relations Board

The Canada Labour Relations Board met for seven days during February. The Board granted nine applications for certification and one application for revocation of certification, ordered six representation votes and rejected two applications for certification. During the month, the Board received twelve applications for certification and allowed the withdrawal of four applications.

## Applications for Certification Granted

1. Canadian Brotherhood of Railway, Transport and General Workers, on behalf of a unit of yard office, express-freight, and station and stores department employees, and certain train service employees of the Ontario Northland Railway, North Bay, Ont. (L.G., Dec., 1965, p. 1199).

2. International Longshoremen's Association, Local 1923, on behalf of a unit of longshoremen employed at Sault Ste. Marie by Canada Steamship Lines, Montreal, Que. (L.G., Dec., 1965, p. 1199). The Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees had intervened.

3. Transportation-Communication Employees Union, on behalf of employees of Ontario Northland Railway, North Bay, Ont., consisting of certain communications and rail service department employees (L.G., Jan.-Feb., p. 34).

4. Canadian Wire Service Guild, Local 213, American Newspaper Guild, on behalf of a unit of employees of United Press International of Canada, Ltd., Montreal, Que., employed at Montreal, Quebec City, Halifax, Ottawa, Toronto and Vancouver.

5. Canadian Merchant Service Guild, on behalf of a unit of marine engineers employed by the Gulf of Georgia Towing Co. Ltd., Vancouver, B.C. (L.G., Apr., p. 170).

6. Canadian Merchant Service Guild, on behalf of a unit of marine engineers employed by the Swiftsure Towing

Company Ltd., new Westminster, B.C. (L.G., Apr., p. 170).

7. Canadian Merchant Service Guild, on behalf of a unit of marine engineers employed by the British Yukon Navigation Company Limited, Vancouver, B.C. (L.G., Apr., p. 170).

8. Canadian Merchant Service Guild, on behalf of a unit of marine engineers employed by the Canadian Pacific Railway Company in its B.C. Coast Steamship Service (L.G., Apr., p. 170).

9. Canadian Merchant Service Guild, on behalf of a unit of marine engineers employed aboard the M.V. *Standard Service* and the M.V. *B.C. Standard* by Westward Shipping Limited, Vancouver, B.C. (L.G., Apr., p. 171).

## Application for Revocation Granted

The Board granted an application for revocation of certification affecting Marcel Cyr, applicant, Rod Service (Ottawa) Limited, respondent, and Teamsters, Chauffeurs, Warehousemen and Helpers, Local Union No. 91 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, respondent (garage employees, mail trucks) (L.G., Jan.-Feb., p. 34).

## Representation Votes Ordered

1. Canadian Brotherhood of Railway, Transport and General Workers, Local 298, applicant and intervener, Drivers, Warehousemen and Helpers Union, Local 106 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicant, and Inter-City Transport Limitée, Trois-Rivières, Que., respondent (L.G., Dec., 1965, p. 1198) (L.G., Apr., p. 170).

This section covers proceedings under the Industrial Relations and Disputes Investigation Act, involving the administrative services of the Minister of Labour, the Canada Labour Relations Board, and the Industrial Relations Branch of the Department.

170). The Board directed that the names of both applicants appear on the ballot. (Returning Officer: R. L. Fournier).

2. Brotherhood of Locomotive Firemen and Enginemen, applicant, National Harbours Board, Montreal, Que., respondent (Montreal Railway Traffic Department), and Brotherhood of Locomotive Engineers, intervener (L.G., Jan.-Feb., p. 34). The Board directed that the names of the applicant and the intervener appear on the ballot, which affected a unit of locomotive engineers. (Returning Officer: R. L. Fournier). (See also item 2, applications for certification rejected, below).

3. National Association of Broadcast Employees and Technicians, applicant, and C.J.L.R. Inc., Sillery, Que., respondent (L.G., Jan.-Feb., p. 34). (Returning Officer: R. L. Fournier).

4. Canadian Merchant Service Guild, applicant, Northland Navigation Co. Ltd., Vancouver, B.C., respondent, and the National Association of Marine Engineers of Canada, intervener (L.G., Apr., p. 171). The Board directed that the names of the applicant and the intervener appear on the ballot. (Returning Officer: J. D. Meredith).

5. Canadian Merchant Service Guild, applicant, Shell Canadian Tankers (1964) Limited, Vancouver, B.C., respondent, and the National Association of Marine Engineers of Canada, intervener (L.G., Apr., p. 171). The Board directed that the names of the applicant and the intervener appear on the ballot. (Returning Officer: J. D. Meredith).

6. Yvon Gauthier and Jack Bellfroy, applicants, Rod Service (Ottawa) Limited, Ottawa, Ont., respondent, and the Teamsters, Chauffeurs, Warehousemen and Helpers, Local Union No. 91 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, respondent. The Board ordered a vote of mail truck drivers after

consideration of evidence and argument presented at a hearing regarding an application for revocation of certification affecting the above parties. (L.G., Jan.-Feb., p. 34). (Returning Officer: G. A. Lane).

**Applications for Certification Rejected**

1. National Association of Broadcast Employees and Technicians, applicant, and C.J.P.M. TV Inc., Chicoutimi, Que., respondent (L.G., Apr., p. 170). The application was rejected for the reason that it was not supported by a majority of the employees eligible to cast ballots in the representation vote conducted by the Board.

2. Brotherhood of Locomotive Firemen and Enginemen, applicant, National Harbours Board, Montreal, Que., respondent (Montreal Railway Traffic Department) and Brotherhood of Locomotive Engineers, intervener (L.G., Jan.-Feb., p. 34). The application was rejected for the reason that it was not supported by a majority of the employees affected in the representation vote conducted by the Board (See item 2, Representation Votes Ordered, above).

**Applications for Certification Received**

1. Syndicat National des Employés des Usines des Chemins de Fer (CSN) on behalf of a unit of employees at the Angus Shops of the Canadian Pacific Railway Company, Montreal, Que. (Investigating Officer: R. L. Fournier).

2. Association of Employees of Grey Goose Bus Lines Ltd., Thiessen Bus Lines Ltd., and Red River Motor Coach Lines Ltd. on behalf of a unit of employees of Grey Bus Lines Ltd., Thiessen Bus Lines Ltd. and Red River Motor Coach Lines Ltd., Winnipeg, Man. (Investigating Officer: C. Arthur Frey).

3. Syndicat des Employés du Transport Provincial (CSN) on behalf of a unit of bus drivers employed by Autobus Lemelin Ltée., Montreal, Que. (Investigating Officer: R. L. Fournier).

4. Canadian Union of Public Employees on behalf of a unit of mail truck drivers employed by Easton and Heimbuck, Brantford, Ont. (Investigating Officer: S. Emmerson).

5. National Association of Broadcast Employees and Technicians on behalf of a unit of employees of CHAB Ltd., Moose Jaw, Sask. (Investigating Officer: J. D. Meredith).

6. Syndicat Général de la Radio (CSN) CKVL on behalf of a unit of employees of Radio Futura Ltd., Verdun, Que. (Investigating Officer: R. L. Fournier).

7. Retail Clerks Union, Local 401, on behalf of a unit of employees of Monarch Transport Ltd., Edmonton, Alta. (Investigating Officer: J. D. Meredith).

8. Local 333, Bakery & Confectionery Workers' International Union of America on behalf of a unit of employees of Newfield Products Limited, Mont St. Hilaire, Que. (Investigating Officer: R. L. Fournier).

9. Shaft & Development Workers' Union, Local 1037 of the International Union of Mine, Mill and Smelter Workers (Canada) on behalf of a unit of employees of Mount Nansen Mines Limited, Vancouver, B.C. employed at Carmacks, Y.T. (Investigating Officer: J. D. Meredith).

10. Taxicab, Stage, Bus Drivers and Dispatchers' Union, Local 151 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America on behalf of a unit of employees of Vancouver-Seattle Bus Lines Ltd., Vancouver, B.C. (Investigating Officer: J. D. Meredith).

11. Seafarers' International Union of Canada on behalf of unlicensed personnel employed aboard vessels of Agence Maritime Inc., Quebec, Que. (Investigating Officer: R. L. Fournier).

12. Syndicat Général du Cinéma et de la Télévision on behalf of a unit of French network employees of the Canadian Broadcasting Corporation, Ottawa, Ont. (Investigating Officer: R. L. Fournier).

**Applications for Certification Withdrawn**

1. Seafarers' International Union of Canada, applicant, and Canadian General Electric Co. Ltd., Toronto, Ont., or Engineering Consultants Limited, Saint John, N.B., or Brunswick Mining and Smelting Corporation Ltd., Dalhousie, N.B., respondent (unlicensed personnel—S.S. M. J. Boylen) (L.G., July, 1965, p. 638).

2. Seafarers' International Union of Canada, applicant, Engineering Consultants Limited, or Kent Line Limited, Saint John, N.B., or Irving Steamships Ltd., Saint John, N.B., respondent (unlicensed personnel—S.S. Irving Ours Polaire) (L.G., July, 1965, p. 638).

3. Seafarers' International Union of Canada, applicant, and H. C. Druce and Company Ltd., Westmount, Que., respondent (unlicensed personnel) (L.G., Jan.-Feb., p. 34).

4. National Harbours Board Staff Employees Association, Saint John, N.B., applicant, National Harbours Board, Ottawa, Ont., respondent, and National Harbours Board Employees

Federal Union No. 24, CLC, intervener (salaried employees Ports of Saint John, N.B., and St. John's, Nfld.) (L.G., Mar., p. 101).

# Wage Schedules Prepared In February

During February the Department of Labour prepared 242 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada, for works of construction, remodelling, repair or demolition, and certain services. In the same period, 168 contracts in these categories were awarded. In addition, 114 contracts that contained the General Fair Wages Clause were awarded by Central Mortgage and Housing Corporation and the Departments of Defence Production, Northern Affairs and National Resources, Post Office, Public Works and Transport.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned or to others who have a bona fide interest in the execution of the contract.

Contracts awarded in February for the manufacture of supplies and equipment were as follows:

Department	No. of Contracts	Aggregate Amount
Defence		
Production	133	\$1,664,301.00
Post Office	36	414,290.23
RCMP	19	361,643.04

**Wage Claims Received**

During February the sum of \$9,706.72 was collected from thirteen contractors for wage arrears due their employees as a result of the failure of the contractors, or their subcontractors, to apply the wage rates and other conditions of employment required by the schedule of labour conditions forming part of their contract. This amount is for distribution to the 337 workers concerned.

A list of contracts containing fair wage schedules awarded in February may be obtained from the Department of Labour, Ottawa.



# Conciliation and Other Proceedings

## Before the Minister of Labour

During February, the Minister of Labour appointed conciliation officers to deal with the following disputes:

1. **Baton Broadcasting Limited**, Agincourt, Ont., and **National Association of Broadcast Employees and Technicians** (Conciliation Officer: T. B. McRae).

2. **Eastern Transport Limited**, Truro, N.S., and **Local 505 of the Canadian Brotherhood of Railway, Transport and General Workers** (Conciliation Officer: D. T. Cochrane).

3. **St. Lawrence Seaway Authority** and **Canadian Brotherhood of Railway, Transport and General Workers** (Conciliation Officer: T. B. McRae).

4. **Hill The Mover (Canada) Limited** (Ottawa and Toronto Branch) and **Local Union 419 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America** (Conciliation Officer: T. B. McRae).

5. **Norton Motor Lines Ltd.**, Stoney Creek, Ont., and **Local 979 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America** (Conciliation Officer: T. B. McRae).

6. **Robin Hood Flour Mills Limited**, Humberstone, Ont., and **United Packinghouse, Food and Allied Workers, District 8** (Conciliation Officer: T. B. McRae).

7. **St. Lawrence Seaway Authority** (Cornwall Headquarters Building Unit) and **Canadian Brotherhood of Railway, Transport and General Workers** (Conciliation Officer: T. B. McRae).

8. **St. Lawrence Seaway Authority** (Welland Canal Twinning Project) and **Local 332 of the Canadian Brotherhood of Railway, Transport and General Workers** (Conciliation Officer: T. B. McRae).

9. **Canadian Pacific Railway Company** (B.C. Coast Steamship Service) and **Seafarers' International Union of Canada** (Conciliation Officer: D. S. Tysoe).

### Settlements by Conciliation Officers

1. **Denison Mines Limited**, Elliot Lake, Ont., and **Local 796 of the In-**

**ternational Union of Operating Engineers** (Conciliation Officer: Sydney Emmerson) (L.G., Dec. 1965, p. 1200).

2. **Westward Shipping Ltd.**, Vancouver, B.C., and **Local 400 of the Canadian Brotherhood of Railway, Transport and General Workers** (unlicensed personnel) (Conciliation Officer: D. S. Tysoe) (L.G., July 1965, p. 639).

3. **The British Yukon Navigation Company Limited**, North Vancouver, B.C., and **Canadian Merchant Service Guild, Inc.** and **Local 425 of the Canadian Brotherhood of Railway, Transport and General Workers** (licensed personnel) (Conciliation Officer: D. S. Tysoe) (L.G., July 1965, p. 639).

4. **Westward Shipping Ltd.**, Vancouver, B.C., and **Canadian Merchant Service Guild, Inc.** and **Local 425 of the Canadian Brotherhood of Railway, Transport and General Workers** (licensed personnel) (Conciliation Officer: D. S. Tysoe) (L.G., July 1965, p. 639).

5. **Canadian Freightways Limited**, Calgary, Alta., and **Locals 362 and 31 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America** (Conciliation Officer: D. S. Tysoe) (L.G., May 1965, p. 425).

6. **Millar and Brown Limited**, Cranbrook, B.C., and **Locals 31, 181, 362 and 979 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America** (Conciliation Officer: D. S. Tysoe) (L.G., April 1965, p. 342).

7. **Gill Interprovincial Lines Limited**, Burnaby, B.C., and **Local 31 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America** (Conciliation Officer: D. S. Tysoe) (L.G., April, p. 172).

8. **Hubert Transport Inc.**, St-Therese, Que., and **Local 106 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America** (Conciliation Officer: C. E. Poirier) (L.G., April, p. 172).

### Conciliation Boards Appointed

1. **British Columbia Television Broadcasting System Ltd.** (CHAN-TV)

and **International Alliance of Theatrical Stage Employees and Moving Picture Machine Operators of the United States and Canada** (L.G., Dec. 1965, p. 1200).

2. **Marine Industries Limited**; **McNamara Marine Limited**; **The J. P. Porter Company Limited**; **The J. P. Porter Company Limited** (Atlantic Provinces) and **Canadian Dredge & Dock Co. Limited**, and **Seafarers' International Union of Canada** (L.G., April, p. 172).

### Conciliation Boards fully Constituted

1. The Board of Conciliation and Investigation established in January to deal with a dispute between **Canadian Arsenals Limited** (Small Arms Division) **Long Branch, Ont.**, and **United Steelworkers of America** (L.G., April, p. 172) was fully constituted in February with the appointment of His Honour Judge C. E. Bennett of Owen Sound, as Chairman. Judge Bennett was appointed by the Minister on the joint recommendation of the other two members of the Board, A. A. White of Toronto and Peter Podger of Streetsville, who were previously appointed on the nomination of the company and union, respectively.

2. The Board of Conciliation and Investigation established in January to deal with a dispute between the **Hamilton Harbour Commissioners** and **Canadian Union of Public Employees** (maintenance and harbour employees) (L.G., April, p. 172) was fully constituted in February with the appointment of Louis Fine, of Toronto, as Chairman. Mr. Fine was appointed by the Minister on the joint recommendation of the other two members of the Board, W. C. Ives of St. Catharines and S. Simpson of Hamilton, who were previously appointed on the nomination of the company and union, respectively.

### Board Report Received

1. **Ottawa Valley Television Company Limited** (CHOV-TV, Pembroke) and **National Association of Broadcast Employees and Technicians** (L. G.,

March, pp. 102, 103). The report is available as a **LABOUR GAZETTE** supplement.

### Settlement after Board Procedure

1. Atomic Energy of Canada Limited (Whiteshell Nuclear Research Establishment) Pinawa, Man., and the International Association of Machinists (L.G., Jan.-Feb., p. 36).

### Dispute Lapsed

Fleet Express Lines Ltd. (Vancouver Terminal) and Local 31 of the Inter-

national Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (L.G., Sept. 1965, p. 820).

### Work Stoppage

Atomic Energy of Canada Limited, Pinawa, Man., and Local 938 of the Canadian Union of Public Employees. Employees took strike action on February 16. No Board of Conciliation was established in connection with this dispute. Mr. C. Arthur Frey, Conciliation Officer, Winnipeg, is continuing mediation of the dispute.

## Scope and Administration of Industrial Relations and Disputes Investigation Act

Conciliation services under the Industrial Relations and Disputes Investigation Act are provided by the Minister of Labour through the Industrial Relations Branch. The branch also acts as the administrative arm of the Canada Labour Relations Board in matters under the Act involving the board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944 and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certificates given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for controlling applications for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to

the Wartime Labour Relations Board to administer provisions concerning the certification of bargaining agents; the writing of provisions—for incorporation into collective agreements—that fix a procedure for the final settlement of disputes concerning the meaning or violation of such agreements; and the investigation of complaints referred to it by the minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported here under two headings: (1) Certification and Other Proceedings Before the Canada Labour Relations Board and (2) Conciliation and Other Proceedings Before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax and St. John's, Newfoundland. The territory of four officers resident in Vancouver comprises British Columbia, Alberta and the Yukon and Northwest Territories; two officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and Northwestern Ontario; four officers resident in Toronto confine their activities to Ontario; five officers in Montreal are assigned to the province of Quebec, and a total of three officers resident in Fredericton, Halifax and St. John's represent the Department in the Maritime Provinces and Newfoundland. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.

## Oshawa Strike Used By Labour to Open War on Injunctions

In defiance of an injunction limiting the number of pickets to a total of 10 at three entrances, mass picketing in the first months of this year forced the *Oshawa Times* to shut down. The strike, by the 36-member Oshawa unit of the Toronto Newspaper Guild, was seized upon by organized labour in Ontario as the occasion on which to take a stand against the use of injunctions in labour disputes.

The Guild, which represents the newspaper's editorial, circulation, business office, advertising and maintenance employees, went on strike on January 27; the strike ended on February 10. The dispute arose during negotiation of a new contract and was over job protection against automation, contracting-out of work, wages, improved fringe benefits and a union demand for limitation of the number of split shifts.

When the newspaper's general manager said the paper would attempt to publish with the employees who reported for work, the strikers were joined on the picket line by members of other Oshawa unions. A 125-man picket line on the first morning of the strike discouraged printers and pressmen from attempting to enter the plant.

### Support by UAW

The Oshawa and District Labour Council, however, with the support of the United Automobile Workers, had made plans to organize the mass picketing.

After four days of mass picketing, the newspaper obtained an injunction from a judge of the Ontario Supreme Court limiting the number of pickets to 10. But when a sheriff arrived at the plant to read the injunction, he was shouted down by the picketers, and the injunction order was snatched from his hands and torn up. After that, the mass picketing continued as before.

After some delay, the newspaper next applied for a court order directing municipal and provincial authorities to use all forces at their disposal to disperse the pickets, and for a second injunction banning all picketing. A decision on the applications was postponed pending the outcome of negotiations between the parties to the dispute.

The end of the strike came on February 10, before the court had made a

*Continued on page 243*



# Legal Decisions Affecting Labour

## Quebec Court of Queen's Bench confirms reinstatement of union member deprived of membership without hearing

On April 7, 1965, the Quebec Court of Queen's Bench upheld a decision of the Superior Court reinstating a member into union membership and granting him damages, on the ground that the member in question was suspended from membership without being notified of a new union trial and without attending it.

In July, 1960, a member of the International Longshoremen's Association, Local 375, was employed by a stevedoring company as a foreman. One morning there was a dispute between the foreman and his men, and the latter left the job. After lunch, some of the men returned to work, but the foreman refused to take back those who had caused trouble. Those who lost their jobs complained to the union's executive committee that the company had been told by the foreman (and two other longshoremen) not to employ them.

The foreman was summoned by the union to answer the charge. He appeared, there was a hearing, and the decision was that, for the rest of the year, he should be forbidden to work as a foreman or walking-boss. The effect of the decision was to demote him from the rank of foreman to that of simple longshoreman.

However, he continued as foreman with the company, and when the union's executive attempted to exert pressure on his employer, the latter replied that as long as the foreman remained a member of the union, his employment would be continued. As the company persisted in its stand, work on the wharves stopped. Finally, the union suspended the foreman and the work resumed.

Thereupon, the foreman applied for a writ of *mandamus*, alleging that at his "trial" (September 16, 1960) he was not allowed to present four of his six witnesses; that he was not notified of, nor was he present at the subsequent meetings (September 27, 1960) of the executive committee that resulted in his being

suspended; that he had not been allowed to appeal from that decision to the international union in New York; that his offer to pay his dues had been refused; that the union had exerted unfair pressure on his employers; that the union's refusal to reinstate him had prevented him from working as a foreman or simple longshoreman, and that, as a result of this, he had suffered pecuniary loss. He concluded by asking that the order suspending him be quashed, that he be reinstated, and that the union and other defendants, the members of its executive committee, be condemned to pay him damages of \$10,000.

The union denied the allegations and contended that the foreman was the author of his own troubles; that other longshoremen would not work with, or under him; and that the union had always been prepared to co-operate with him in the settlement of his difficulties.

After a hearing, the trial judge concluded that the members of the executive committee had ([1964] Quebec S. C. 507, at p. 516):

... summoned the plaintiff to defend himself against a vague charge. They violated a fundamental legal principle by refusing to allow an accused person to defend himself properly and completely. They interrupted the plaintiff's defence, and failed to hear the witnesses who were present and at the disposal of the committee and whom the accused wished to be heard. This by itself is sufficient to warrant declaring null and void the sentence rendered against Lilièvre, on the question of an incomplete hearing.

This section, prepared by the Legislation Branch, reviews labour laws as they are enacted by Parliament and the provincial legislatures, regulations under these laws, and selected court decisions affecting labour.

The trial judge maintained the foreman's action and ordered the union to reinstate him as a member and to pay him damages of \$5,000.

On appeal, the union took the position that the decisions of the union's executive committee were arrived at legally, that they were valid; but that even if they were not, the foreman's action should be dismissed since *mandamus* was not open to him because of the other recourses that were available to him and that had not been exhausted.

Further, the union pointed out that the complaint that led to the meetings and decisions of the committee conformed with Article 5 of the union's constitution. This article provided that any member who, in the opinion of the union or its executive committee, was guilty of conduct prejudicial to the union, might be fined, suspended or expelled. The article says that the accused must be given notice of the complaint and of the time and place of its presentation and the right to be present with his witnesses and to defend himself.

Further, the article says that, if the person is expelled, he may ask to appear before the members of the union, who will rehear the case and who may confirm, quash or amend the original decision. Finally, it is provided that any member who has been so sentenced may appeal to the executive council of the International Longshoremen's Association in New York. Further, the union argued that the complaint was clearly drawn and that the foreman was allowed to defend himself fully and freely, and the union denied the charge that he was not allowed to present some of his witnesses.

The Court of Appeal accepted the trial judge's holding that the foreman's hearing was hampered by constant interruptions and that not all of his witnesses were allowed to testify.

The meeting of the union's executive committee, which took place on September 16, 1960, held that the foreman had contravened Article 5-1 of the constitution (prejudicial conduct), and by way of sentence, the secretary was instructed to inform the company that for the rest of the 1960 season he could not act as foreman or walking-boss, but that he could work as a simple longshoreman. The court agreed that this sentence was not one of those contemplated by Article 5-1, as it was not a fine, or a suspension or expulsion from the union.

At the meeting on September 27, the case was reopened, and the union executive committee decided that "on the said complaint" the foreman should be sus-

pended from the union until December 31, 1960, or until he "appears before the Executive Committee, to be heard, and the final decision is rendered . . .".

In the opinion of the Court of Appeal, the meeting of September 27 was set up as a new trial, it being clearly understood that the sentence of September 16 was invalid. The foreman was not notified of this meeting nor did he attend. The Court of Appeal held that the failure to notify the foreman was a clear violation of Article 5-A, and for this reason alone, the decision to suspend the foreman from union membership was invalid. The court rejected the union's argument that the decision of September 27, 1960 was not a new decision in a

new case, but that it only completed the original decision by pronouncing sentence.

The Court of Appeal did not find it necessary to discuss the refusal of the International Longshoremen's Association to hear the appeal. The foreman's complaint was that he was illegally condemned and illegally deprived of his membership in the union. The trial judge had found that this was so, and with this conclusion the Court of Appeal was in full agreement. The union's appeal was dismissed and the order for reinstatement and damages was upheld. *L'Association Internationale des Débardeurs, Local No. 375 et al, v. Leblèvre et al.* (1965) 52 D.L.R. (2) Part 6, p. 573.

# Recent Regulations, Federal and Provincial

## Two deferment orders issued under Canada Labour (Standards) Code. Alberta issues hours of work and minimum wage order for brush clearing industry and apprenticeship regulations for partsman trade. Ontario issues safety regulations for elevators

Two deferment orders were issued under the Canada Labour (Standards) Code. One deferred the application of the hours of work provisions of the Code to flour and feed mills, feed warehouses and seed cleaning mills for 18 months. The other deferred the application of the \$1.25-an-hour minimum wage to local feed mills, feed warehouses and seed cleaning mills until January 1, 1967.

Alberta issued an hours of work and minimum wage order for the brush clearing industry, and apprenticeship regulations for the partsman trade.

New safety regulations for elevators were issued in Ontario.

### CANADA LABOUR (STANDARDS) CODE

An order of the Minister of Labour granting an 18-month deferment of the hours of work provisions of the Canada Labour (Standards) Code for flour mills, feed mills, feed warehouses and seed cleaning mills was gazetted as SOR/66-91 on February 23 and went into force on February 1.

Under the Code, working hours of employees in the federal industries are normally not to exceed eight in a day and 40 in a week. Eight additional hours in a week are, however, permitted, provided that one and one-half the regular rate is paid for overtime.

The transitional provisions of the Code empower the Minister to defer the introduction of the hours provisions if he is satisfied, as a result of submissions received, that it would not be advantageous to either the employees or the industry to have the standards applied immediately.

Another deferment order gazetted on February 23 (SOR/66-90) deferred until January 1, 1967 the application of the \$1.25-an-hour minimum wage to feed mills, feed warehouses and seed cleaning mills that are organized and operated in a local area.

This order provides for a step-by-step adjustment to the standard minimum wage during the period of deferment. Employees in local feed mills, feed warehouses and seed cleaning mills must be paid at least \$1.05 an hour during the

period April 1 to September 30, 1966, and at least \$1.15 an hour from October 1 to the end of this year.

### ALBERTA

#### Apprenticeship Act

In Alberta, the Provincial Apprenticeship Board has issued the first regulations for the trade of a partsman, which was designated an apprenticeable trade last March.

In these regulations, a partsman is defined as a person "who engages in the receiving, dispensing and record keeping of parts and accessories that are used in the maintenance of automobiles, trucks, tractors and similar mechanical equipment, including agricultural equipment".

An applicant for apprenticeship in this trade must be 16 years or older, and must have at least a grade 10 education or its equivalent. A person with a lower educational standard may, however, be accepted by the Director of Apprenticeship on the recommendation of a local advisory committee, provided he passes the prescribed examination.



The ratio of apprentices to journeymen is one to two, subject to the usual exceptions.

The term of apprenticeship consists of three periods of 12 months each. Each period is to consist of not less than 1,800 hours of employment, including time spent attending prescribed technical courses. As is customary, time credits may be granted for previous experience in the trade or for approved technical or vocational training.

The minimum wage payable to an apprentice in the partsman trade is 55 per cent of the prevailing journeyman's rate during the first period of the apprenticeship, 65 per cent during the second, and 75 per cent during the third period.

The new regulations were gazetted on February 15 as Alta. Reg. 36/66.

#### **Alberta Labour Act**

*Brush Clearing.* An hours of work and minimum wage order issued by the Alberta Board of Industrial Relations exempted employees in the brush clearing industry from the general hours and overtime provisions, to the extent of permitting them to work extended hours on a straight-time basis.

The new order (Alta. Reg. 35/66, gazetted February 15) applies to field employees engaged in brush clearing operations, except persons covered by a collective agreement.

Employees in this industry are now permitted to work a maximum of 10 hours in a day and 191 in a month at straight-time rates. One and one-half the regular rate must be paid for any time worked in excess of these limits. In the first or last month of employment, however, an employee must be paid the overtime rate for all hours worked in excess of 10 in a day or 44 in a week, whichever is greater.

Every employee in the brush clearing industry must be allowed days of rest in respect of a period not exceeding 24 days of work on a basis not less than: one day in each period of seven consecutive days, two every 14 days, three every 21 days, or four every 28 days.

*Garment Industry.* The special minimum wage order issued in 1962 (Alta. Reg. 75/62) providing for the payment of a lower minimum wage to inexperienced female employees in the garment industry under a permit system, was cancelled by Alta. Reg. 13/66, effective April 1, 1966.

As a result, female employees with less than eight weeks' experience in the garment industry are now entitled to the same minimum wage as other

employees—\$1 an hour in the cities, 95 cents an hour elsewhere (\$1 an hour on July 1, 1966).

### **ONTARIO**

#### **Elevators and Lifts Act**

In Ontario, new safety regulations for elevators and lifts were gazetted on January 15 as O.Reg. 4/66. They replace regulations originally issued in 1954.

The new regulations include amendments suggested by 10 years' experience in administering the legislation. Other changes were introduced because of a 1965 amendment to the Act that gave the Department of Labour complete responsibility for inspection, which formerly had been carried on partly by departmental inspectors and partly by insurance company inspectors.

The new regulations, comprising 46 sections, designate the classes of elevating devices covered; prescribe the qualifications of applicants for certificates of competency and of attendants and operators, and set out the information to be included with drawings and specifications submitted for departmental approval. They also provide for the registration of contractors and the licensing of elevating devices, and require the posting of notices. Thirteen sections set out technical requirements applicable to all elevating devices. There is also a schedule of fees.

#### **Coverage**

Sixteen classes of elevating devices are designated. Besides passenger and freight elevators and large dumb-waiters, these include stair incline lifts, golf course lifts, rope tows, surface lifts, chair lifts, endless belt manlifts, moving walks and aerial tramways.

Elevating devices installed in barns and used only for agricultural purposes and certain small dumb-waiters are again excluded.

#### **Certificates of Competency**

Although the responsibility for inspection is now vested in the Department of Labour, the new regulations do not restrict the issuance of certificates of competency to employees of the Department. This was done so that suitably qualified persons might be engaged on a contract basis to conduct inspections if an unforeseen workload developed.

A person engaged to make inspections on a contract basis must, however, have the same qualifications as an inspector. To qualify for a certificate of competency, a person must be at least 25 years of age, obtain at least 60 per cent in the

prescribed examination and furnish proof of being an engineer, or of having had adequate training and experience in the design, construction, maintenance or inspection of elevating devices.

A certificate of competency issued to a person other than a departmental inspector will be valid only for the period for which it is issued.

#### **Installations and Major Alterations**

The new regulations emphasize that every elevating device must be safe before it is put into operation. Upon completion of an installation or alteration, an elevating device must not be put into use until it has been inspected and approved by an inspector. The definition of a "major alteration" has also been clarified.

#### **Technical Requirements**

Among other technical requirements, the regulations stipulate that, when inspecting new installations, inspectors must apply the second edition of the Canadian Standards Association's "Safety Code for Elevators, Dumb-waiters and Escalators", or any subsequent amendments to that Code.

So that existing installations may be gradually brought up to modern safety standards, the regulations further provide that inspectors must, wherever practicable, apply the provisions of the C.S.A. Code to alterations, repairs or replacement of any part of an elevator, dumb-waiter or escalator.

#### **Notices and Markings**

The owner, as before, is responsible for seeing that the prescribed notices and markings are displayed on elevating devices.

The notice to be posted on a freight elevator must now clearly state that it is not a passenger elevator, and that only attendants and freight-handlers are permitted to ride on the elevator.

Certain elevators that do not fully conform to the requirements for a passenger elevator are, however, permitted to carry employees. If the elevator licence designates the maximum capacity in terms of persons who are employees only, the elevator may be used to carry employees, provided the owner has posted in the car a notice stating that only employees are permitted to ride on the elevator.

#### **Attendants**

The provisions setting out the circumstances requiring a trained attendant have been clarified. An attendant is required for every elevator or incline lift,

except one equipped with automatic controls and emergency stopping devices that will, in the opinion of the chief inspector, ensure the safety of any person having access to or riding on the lifting device. If an attendant does not ride with the passengers, such additional attendants must be provided as are necessary to ensure protection to passengers equivalent to what would be provided if the attendant were riding with them. If an elevator device is controlled from one location only, an attendant must be stationed at the controls whenever the device is operating.

In keeping with the policy followed in recent years with other safety legislation, the new regulations make the owner responsible for providing qualified attendants. He must ensure that no attendant or operator works without supervision, unless he has been properly trained by a competent person. The minimum age requirement has been dropped.

## Education Conference

*Continued from page 226*

when it doesn't, they run to the Government for handouts." Mr. Waisglass said that prices, rather than wages, must be restrained.

Concern about inflation was voiced by W. H. Cranston, chairman of the Economic Council of Ontario, who simultaneously expressed doubt about the effectiveness of suggested voluntary restraints by labour and management.

"We blame private employers for not knowing their detailed manpower requirements for 1970, for failing to make an adequate inventory of existing skills and ensuring they are used most efficiently," he said, "but what are we doing to this end in the public service, in our schools and universities?"

Mr. Cranston contended that Ontario and Canada were not getting their money's worth from tax dollars, and that Canadians were not too concerned with the amount of sheer waste occurring in governmental programs and administration. "Waste in government costs us just as much as waste and inefficiency anywhere else," he said.

## Economic Council Not Alarmed

Commenting on unnecessary expenditures in government programs and administration, Dr. John J. Deutsch, chairman of the Economic Council of Canada, said that federal and provincial governments and industry should prepare their

capital expenditures for five-year periods, instead of on a short-term basis.

He told the seminar that the Economic Council was not alarmed over rising costs, and would not be concerned as long as fluctuations in prices did not become too large or too persistent in one direction. Replying to an earlier statement by Mr. Waisglass that an investigation should be conducted into administered prices, Mr. Deutsch wondered who would be vested with authority for controlling prices in a federal state like Canada. It would raise serious legal and constitutional problems, he said.

Mr. Deutsch explained that the Economic Council of Canada was doing nothing more than asking labour and management not to exploit unreasonably a particular monopolistic situation.

He said the fruits of increased productivity should be distributed equitably, but he knew of no way to produce income without productivity. He believed that one of the important factors in the distribution of income is the retraining of life workers out of low-income traps.

To Mr. Waisglass's suggestion that prices should be restrained to solve economic problems, Mr. Deutsch replied, "At other meetings I hear that the answer to our problems is to restrain wages."

In any case, there is no miracle for solving the problems raised at the seminar, he said. The issues are complex, involving governmental projects for raising educational and skill levels; management's capacities, skills, efficiency and enterprise; the application of knowledge and technological skill; and labour.

## Oshawa Strike

*Continued from page 239*

decision, with the reaching of an agreement between the newspaper and the Newspaper Guild. The settlement terms gave the union members an increase in wages of \$15 a week spread over a three-year agreement, job protection against the introduction of new equipment and new processes, and a modified union shop that required all new employees to join the union.

Other gains included improved overtime provisions, limit on split shifts, three weeks vacation after 10 years instead of after 12 years, and an increase in company contributions to a hospital-medical plan.

The job security clause of the new agreement requires the employer to notify the Guild at least three months in

advance of a reduction in staff brought about by the introduction of new equipment or processes; and if a reduction is necessary, employees are not to be laid off, but are to be retrained for a new job.

## Labour men are members of Vanier Institute of the Family

About 100 men and women with a wide range of professional interests, including labour, have become first members of the Vanier Institute of the Family. Incorporated in April of last year, the Institute is a research and educational organization, with the broad objective of strengthening family life in Canada.

Numbered among its first members are Raymond Parent, Ste. Foy, president of the Union of Civil Servants of Quebec and Roméo Maione, Ottawa, Assistant Director, International Affairs Department, Canadian Labour Congress.

The Institute resulted from the Canadian Conference on the Family held in Ottawa last June, initiated by Their Excellencies, the Governor-General and Madame Vanier. President is Dr. Wilder Penfield.

## Reports available on labour bills

The first issue in the 1966 series of current reports on labour bills and other bills of general labour interest is now available. Prepared by the Department's Legislation Branch, the reports cover the provisions of each such bill introduced in Parliament and the provincial Legislatures at the 1966 sessions, and will follow its progress to the point where it receives Royal Assent or is dropped.

At the close of the sessions, the major developments of the year will be reported in the Labour Law section of the *LABOUR GAZETTE*.

The first report contains a review of the proposed amendment to the Fair Wages and Hours of Labour Act, which is designed to bring wages and hours provisions into line with those of the Canada Labour (Standards) Code.

Other bills reviewed include the Ontario Age Discrimination Act, a revised Maternity Protection Act in British Columbia and an amendment to Manitoba's Employment Services Act.

Single copies of these mimeographed reports are available from the Legislation Branch.



## Decrease reported in February placements compared with same month a year ago

Local offices of the National Employment Service reported 70,000 placements during February, a decrease of 2.0 per cent compared with February 1965, but 7.3 per cent more than the average for the month during the past five years. The decrease from last year was the result of a reduced demand for casual workers for snow removal in the Quebec Region, and, to a lesser degree, in Ontario.

The regional distribution of placements during February and percentage changes from February 1964 were:

Atlantic	5,400	+14.6
Quebec	17,800	-18.0
Ontario	25,200	- 0.1
Prairie	13,000	+ 3.2
Pacific	8,700	+19.6
CANADA	70,000*	- 2.0

Regular placements (those with an anticipated duration of more than six working days) totalled 52,000, an increase of 4.5 per cent over the total reported in February last year. The proportion of regular placements to all placements was 74.3 per cent, compared with 69.6 per cent in 1965.

The cumulative total of all placements for the first two months of 1966 was 156,300, an increase of 4.6 per cent over the total in the corresponding period of 1965. This was the highest figure for this period since 1945.

The regional distribution of the cumulative totals for the period January-February and the percentage changes from 1965 were:

Atlantic	10,800	+ 8.2
Quebec	41,900	-11.4
Ontario	56,300	+10.8
Prairie	26,100	+ 3.3
Pacific	21,200	+32.2
CANADA	156,300	+ 4.6

Male placements totalled 47,700, a decrease of 3.0 per cent from the February 1965 total. The reduction in casual placements was largely balanced by

an increase in the number of regular placements in all regions except Quebec, where the number of placements made on projects under the Municipal Winter Works Incentive Program dropped com-

pared with the number in February 1965.

Regional distribution of monthly and cumulative male placements and percentage changes from 1965 were:

	February 1966		Jan.-Feb. 1966	
Atlantic	4,000	+20.7	7,900	+12.5
Quebec	12,300	-20.9	30,100	-12.4
Ontario	16,600	- 2.7	36,400	+ 7.7
Prairie	8,800	+ 5.1	17,600	+ 4.4
Pacific	6,000	+22.6	16,000	+43.0
CANADA	47,700	- 3.0	107,900*	+ 4.6

Female placements in February amounted to 22,400, which was almost the same as the total in February 1965, a decrease in casual placements being

offset by an increase in regular ones.

The distribution of female placements and percentage changes from 1965 were:

	February 1966		Jan.-Feb. 1966	
Atlantic	1,400	+ 0.3	2,900	- 2.1
Quebec	5,500	-10.9	11,900	- 8.7
Ontario	8,600	+ 5.2	19,900	+17.1
Prairie	4,100	- 0.7	8,500	+ 1.1
Pacific	2,700	+13.4	5,200	+ 7.1
CANADA	22,400*	+ 0.2	48,400	+ 4.6

Placements involving the movement of workers from one area to another totalled 3,000, an increase of 300 compared with the total for February 1965. The proportion of such placements to total placements increased from 3.8 per cent in February 1965 to 4.3 per cent in February this year.

Transfers-out, by region, were:

February 1966	
Atlantic	300
Quebec	800
Ontario	1,000
Prairie	200
Pacific	800
CANADA	3,000*

During February 1966, employers notified NES local offices of 96,800 vacancies, an increase of 1.4 per cent over the figure for February 1965, and 16.6 per cent above the average for the month during the past five years.

Vacancies for men totalled 63,000, which was a slight increase from the total in February 1965. Vacancies for women numbered 33,800, an increase of 3.3 per cent over the total for February last year.

The cumulative total of vacancies for January-February 1966 was 204,700, an increase of 4.9 per cent over the corresponding total in 1965, and the highest number recorded for any comparable period since 1947.

\* Discrepancies caused by rounding.

## Fewer claims for benefits in January than in same month of 1965

Claimants for unemployment insurance benefit on January 31 numbered 511,800, which was 93,800, or about 22 per cent, more than the total on December 31 but 6.6 per cent less than the total of 547,800 on January 29, 1965.

About 85 per cent of the increase during January consisted of males. The total of male claimants, however, was about 10 per cent lower than on January 29, 1965; the total of female claimants was almost unchanged.

Seasonal benefit claimants numbered about 110,000 on January 31, compared with 66,800 at the end of December and 122,000 at the end of January 1965. Males made up 78 per cent of the seasonal benefit claimants, but only 75 per cent of the regular claimants.

The reason there are more males among seasonal benefit claimants than among regular claimants is found in the Atlantic provinces: 38 per cent of all seasonal benefit claimants but only 16 per cent of all regular claimants were in that region, which traditionally has a higher proportion of male claimants and where female participation in the labour force and in insured employment is less than in other regions. On January 31, in the Atlantic provinces, 90 per cent of the seasonal benefit, and 83 per cent of the regular claimants were males. For Canada as a whole, the percentages were 78 and 75 respectively. Fishermen account for about half the seasonal benefit claimants in the Atlantic region.

During January, the number of seasonal benefit claimants increased by 65 per cent and regular claimants by only 15 per cent. The reason for this is an administrative one. All claimants are at first counted as "regular," but if it is found that they have not enough contributions to qualify, their claims are recalculated under the seasonal benefit provisions. In the interval while the calculations are being made, a claimant is classed as "regular," although he may in

fact be qualified only for seasonal benefit. Consequently, some of the claimants classed as "regular" in the December statistics were later transferred to the seasonal category.

### Initial and Renewal Claims

There were 225,000 initial and renewal claims during January, almost 40,000 fewer than in December but almost the same as in January 1965. The decline during January is normal, because the number of claims is at its highest in December, the month in which the seasonal reduction in employment is greatest.

December is also the month in which the seasonal benefit period begins, during which claimants with insufficient contributions to qualify for regular benefit can obtain seasonal benefit. The number of cases in which re-establishment of credits was requested, owing to exhaustion or lapse of rights, totalled 30,000 in January, comprising between 15 and 20 per cent of the initial claims. In December, this total was 20,000, or 10 per cent of initial claims. Such cases do not constitute "emerging unemployment" in the particular month in which they are recorded.

### Beneficiaries and Benefit Payments

The average weekly number of beneficiaries was estimated at 361,200 in January, compared with 216,500 in December and 398,100 in January 1965.

Benefit payments totalled \$35,900,000 in January, \$21,200,000 in December and \$39,800,000 in January 1965.

A claimant's unemployment register is placed in the "live file" at the local office as soon as the claim is made. As a result, the court of claimants at any given time inevitably includes some whose claims are in process. Claimants should not be interpreted either as "total number of beneficiaries" or "total job applicants."

The average weekly payment was \$24.86 in January, \$24.46 in December, and \$25.02 in January 1965.

### Insurance Registrations

On January 31, insurance books or contribution cards had been issued to 5,043,017 employees who had made contributions to the Unemployment Insurance Fund since April 1, 1965.

On the same date, registered employers numbered 344,909, an increase of 1,630 since December 31.

### Enforcement Statistics

During January, 8,429 investigations were conducted by enforcement officers across Canada. Of these, 5,409 were spot checks of claims to verify the fulfilment of statutory conditions, and 1,167 were miscellaneous investigations. The remaining 1,853 were investigations in connection with claimants suspected of making false statements to obtain benefits.

Prosecutions were begun in 315 cases, 165 against employers and 150 against claimants.\* Punitive disqualifications as a result of false statements or misrepresentations by claimants numbered 520.\*

### Unemployment Insurance Fund

Revenue received by the Unemployment Insurance Fund in January totalled \$36,064,001.38, compared with \$33,738,884.12 in December, 1965 and \$34,286,327.01 in January 1965.

Benefits paid in January totalled \$35,910,149.73, compared with \$21,183,762.50 in December, and \$39,845,991.38 in January 1965.

The balance in the Fund on January 31 was \$161,919,787.01, on December 31, 1965 it was \$161,765,935.36, and on January 31, 1965 it was \$75,796,646.27.

\*These do not necessarily relate to the investigations conducted during this period.



# Decisions of the Umpire

## Under Unemployment Insurance Act

Two decisions were rendered under the Unemployment Insurance Act by the Umpire, the Hon. Mr. Justice John D. Kearney of the Exchequer Court of Canada. The decisions were in cases CUB (Canadian Umpire Benefit) 2445 and CUB 2482.

### CUB 2445

*(Translation)*

The claimant filed a claim for benefit on November 20, 1963. His last employment had been as a labourer for the Shawinigan Chemicals from October 1954 to November 19, 1963 when he was laid off by reason of a lack of work. His claim was allowed.

The claimant declared that he had worked part time for his present employer from January 12, 1964 to February 15, 1964 and had continued to receive benefit, account having been taken of his earnings. In his report covering the week beginning February 9, 1964, the claimant stated that he had worked from February 9 to 11, 1964 and had earned \$68.40, but he did not declare any illness.

Not until May 28, 1964, during a special interview, did the claimant declare that he had had a heart attack at work on February 11, 1964 and that he had been unable to work since then. He added that before his seizure he had received a notification of layoff from his employer.

On June 22, 1964, the claimant stated that he had been hospitalized for eight days after his heart attack. He stated also that the Shawinigan Chemicals had called him back to work, but that he had been unable to accept because of his illness.

The employer reported that the claimant had been taken ill at his work on February 11, 1964 at about 3 o'clock and that there was work for the claimant on February 12, 1964 but the latter did not report for work. The claimant confirmed the employer's statement.

The insurance officer considered that the claimant had ceased to work on February 11, 1964 by reason of illness, and disqualified him from the receipt of benefit as from that date, pursuant to section 66 of the Act.

The claimant appealed that decision to a board of referees, giving as reason that he was entitled to benefit during his illness, as he had served his waiting period and had been receiving benefit when he fell ill.

The board of referees decided that the claimant had worked part of the week only and thus he was entitled to benefit, account having been taken of his earnings for that week, and that even if the claimant could not obtain benefit for that period because of surplus earnings, he had still established his right to benefit during that week. Therefore, the board of referees decided that the claimant had not ceased to work by reason of illness, but had been overtaken by illness at a time when his entitlement to benefit was clearly established. The claimant's appeal was allowed.

The insurance officer appealed to the Umpire. His grounds of appeal read as follows:

The board erred in deciding that the claimant had not lost his employment nor ceased to work by reason of illness on February 11, 1964.

It is clearly established that the claimant fell ill during his hours of work on February 11, 1964. It is also established that there was work for him the next day, February 12, 1964 and that it was impossible for him to report for work because of his illness. A claimant who has lost his employment, or has ceased to work by reason of illness, is subject to disqualification under section 66 of the Act (CUBs 1239 and 2205).

The fact that the claimant had received advance notice and would

have been laid off in a few days in no way affects the question involved, since there was, in fact, work for him when he became sick [CUB 2078] (L. G. 1963, p. 157).

The fact that he had already established his entitlement to benefit and that he continued being so entitled under the first part of section 66 of the Act when he became sick is not relevant, since the last part of section 66 of the Act stipulates that a claimant who has lost his employment or has ceased to work by reason of illness must be disqualified from receiving benefit even if he meets the requirements of the first part of this section (CUB-2078).

### Considerations and Conclusions

The evidence establishes beyond any doubt that the claimant ceased to work solely because of illness on February 11, 1964. Therefore, the insurance officer rightly disqualified him under the provisions of section 66 of the Act. These provisions and the jurisprudence established by the Umpire in a number of cases are very clear on that point.

I consequently decide to reverse the decision of the board of referees and to allow the insurance officer's appeal.

### CUB 2482

The claimant, married, who resides in Sault Ste. Marie, Ont., filed an initial application for benefit on September 8, 1964, and registered for work as a waitress. According to the application, she had worked as a waitress in Toronto, Ont., at a wage of \$1 an hour, from April 1964 to about July 2, 1964. Her reason for separation from this employment reads:

Discharged—disagreement of personal nature with hostess who fired me without giving me reason. I was told it was nothing to do with my work. Unemployed since . . . Available, capable and willing to work,

*night shift only* when my husband is home to look after our one pre-school-age son.

The insurance officer considered that the claimant should be allowed a reasonable period of time in which to find night shift work, in view of her registered occupation as waitress, and waived confirmation of child-care arrangements in the circumstances, as her husband cared for their child in the evening. The claim was allowed effective September 6, 1964.

On October 1, 1964, the local office notified the claimant of an offer of continuing employment as a waitress in Sault Ste. Marie at a wage of 85 cents an hour, which was in accordance with the prevailing rate of pay in the district for that occupation. The hours of work were eight a day and 48 a week, night work—5:00 p.m. to 1:00 a.m. The place of employment was one and a half miles from her residence and transportation was available by bus at a cost of seven tickets for \$1. The local office commented:

Claimant checked in person with employer, and said that she would call the employer back after talking with her husband. When she phoned back she said she decided not to take the job. Claimant had stated when interviewed at local office that she wanted evening work only, and this is what was offered.

On October 5, 1964, the local office wrote to the claimant and asked her to state:

- (a) her reasons for not accepting the employment;
- (b) the hours she was willing to work;
- (c) the minimum rate of pay she would accept;
- (d) the type of work for which she was available.

Her written reply of October 6, 1964, reads:

... I am willing to work from 5 p.m. to 1 a.m. but I will not work under \$1 an hour as I was paid on my previous jobs. I am willing to take any job waitress that pays \$1 an hour and the hours stated above.

The insurance officer disqualified the claimant and suspended benefit (a) from September 27, 1964, to November 7, 1964, inclusive, on the ground that she had, without good cause, refused or failed to apply for the employment at the Sault Ste. Marie restaurant, or failed to accept it when it was offered to her; and (b) from September 27, 1964, on the ground that she had failed to prove

she was available for work, because she was unduly restricting the hours of employment that she was willing to accept (sections 59(1) (a) and 54(2) (a) of the Act respectively). The insurance officer notified the claimant of the disqualifications in separate letters dated October 13, 1964.

In a letter dated October 20, 1964, which was received in the local office two days later, the claimant said:

The reason I did not take the job at . . . Restaurant was because it was too far as I have to change bus twice and it takes me over half hour to get there. I cannot leave for work too early as my husband has to be home with the child before I can leave. It was a misunderstanding on my previous letter when I said I could not work under \$1 an hour as I was getting before. I will work any job waitress after 5 p.m. and accept whatever the rate is they pay waitresses.

The file was submitted to the insurance officer for consideration of the claimant's letter of October 20, 1964. No change was made in either decision, and the claimant was notified accordingly on October 26, 1964.

The claimant appealed to a board of referees in a letter dated November 9, 1964, which reads:

... My last employment was in July at Toronto. I did not take another job right away because my husband got a job here in Sault Ste. Marie, and it took a few weeks to move and settle here.

In the first days of September I applied for a job. Since there was no job open at the time I apply for unemployment insurance.

A few weeks later I was told to take a job at . . . a bit farther in town. I refuse the job because of transportation problem, and also from some misunderstanding on my part. I was then suspended from Sept. 27 to Nov. 7 for refusing the job.

Today I was in to see them about a re-interview for my claim and was told I was disqualified because my hours available for work do not agree with the jobs they have for waitresses. My working hours are from 4:30 p.m. to any hours of the night. I have to work these hours because I have a 3-year-old son who is under the doctor's care and needs special attention during the day. My husband will take care of him at night. I have experience as a waitress and factory work only.

I think I was wrongly disqualified because I am willing to work and I can hardly help it if there is not much jobs for waitresses at night . .

The following local office memorandum dated November 12, 1964, is contained in the record:

Employment branch advise that there is no demand in the labour market for waitresses who want to work nights only. They further state that shift work is a requisite for people seeking work in this occupation . . .

A board of referees heard the case in Sudbury, Ont., on November 26, 1964. The claimant was neither present nor represented at the hearing. The board dismissed the appeal (a) by a unanimous decision in connection with the disqualification imposed under section 59(1)(a) of the Act, and (b) by a majority decision in connection with the disqualification imposed under section 54(2)(a) of the Act. In regard to the latter decision, the member of the board who dissented stated:

In my opinion the indefinite disqualification should be removed. The reasons for the indefinite having been removed. The claimant stated "I will work any job waitress after 5 p.m. and accept whatever the rate is they pay waitresses." The misunderstanding about wages. In the Toronto area the Minimum Wage Law, the rate is \$1 per hour.

The claimant appealed to the umpire and said:

I think I should not be disqualified because I refused the job thinking the rate paid for waitresses was \$1 an hour all over Ontario.

When I learned it was 85¢ an hour, I wrote the unemployment office I would work any job waitress after 5 p.m. and accept whatever the rate is they paid waitresses. The job I had before was \$1 an hour in Toronto.

In a statement of observations dated February 19, 1965, for consideration by the Umpire, the Chief of the Adjudication Division of the Unemployment Insurance Commission said:

The Chairman of the board of referees did not grant leave to appeal to the Umpire from the unanimous decision of the board in connection with the disqualification imposed under section 59(1)(a) of the Act for the period September 27 to November 7, 1964. The claim-



ant is, therefore, only appealing the majority decision of the board in connection with the indefinite disqualification imposed under section 54(2)(a) commencing September 27, 1964.

The evidence shows that the claimant, after approximately three months of unemployment, continued to restrict her availability to night work only, commencing at a time no earlier than 5 p.m. each day. Her reason for this restriction is alleged to be that she must rely on her husband to look after their three-year old child in the event that she (the claimant) becomes employed. Her husband apparently arrives home from work shortly before 5 p.m. each day. No other child-care arrangements have been made because it seems that the claimant herself is anxious to be home with the child during the daytime as the child is apparently under a doctor's care and needs special attention at home during the day.

The evidence shows also that the claimant is registered for work as a waitress and that her previous experience has been in this capacity

and that of factory worker only. Shift work is a normal requirement for employment as a waitress and the claimant's opportunities of employment for night work only are reported to be remote. Furthermore, when an opportunity of night work commencing at 5 p.m. did arise and was brought to the claimant's attention she refused to apply on the grounds of the travelling time involved ( $\frac{1}{2}$  hour).

It is submitted that the present claimant who, after a considerable period of unemployment, continued to insist on night work only cannot be considered available for work, as her lack of success in obtaining employment where shift work was not required indicated the opportunities to be rare (CUB 1468). The Umpire has recognized the principle that a married woman must prove availability in the same way as any other claimant. She must adjust her personal affairs so as they will not interfere with her availability for suitable employment when it becomes available.

The board of referees after considering the claimant's appeal came to the conclusion in its majority

decision that the claimant had failed to prove that she was available for work on September 27, 1964, and subsequently. It is respectfully submitted that the majority decision of the board of referees should be upheld.

### Considerations and Conclusions

The only question at issue in the instant case is whether the claimant has proved that she was available for work on September 27, 1964, and subsequently.

This is a question of fact and the board of referees, on the evidence before it and in substance for the same reasons as those which are contained in the statement of observations submitted by the Chief of the Adjudication Division, reached the conclusion that the claimant had not proved in a satisfactory way that she was available for work as required by section 54(2)(a) of the Act.

As the aforementioned observations are in accordance with the jurisprudence established by the Umpire in similar cases, I see no reason to interfere with the majority decision of the board.

I consequently decide to dismiss the claimant's appeal.

## Canadian Economy Approaching Limit of Capacity—Bank of Canada Governor

The Bank of Canada is facing a new set of challenging problems, reported its Governor, Louis Rasminsky, at a meeting of the Halifax Board of Trade. Canada's high level of economic activity is now operating so close to its effective limits that total monetary demand may move ahead more rapidly than the economy's capacity to grow.

Mr. Rasminsky cautioned that, although Canada can accommodate a sizeable increase in the call on her resources year by year, the problem of achieving just the right amount of increase in demand is not easy in a free economy in which the course of future spending cannot be predicted with accuracy.

Inadequate growth of demand would result in rising unemployment and widening margins of unused capacity, he said. Excessive growth in demand could result in the increased danger of "overshooting the mark" as the economic slack lessens. Initially, the acceleration in imports, and the upward creep in costs and prices, could be overlooked or ascribed to special factors. If the problem is not faced before an acute stage has been reached, the damage will already have been done, he said. "The distortions that arise . . . the problems

associated with the letdown in activity . . . and the loss in international competitiveness . . . can place the economy under a handicap that will endure long after the pressures have gone."

The Governor said that he was concerned about signs of deterioration in the performance of prices and costs that became apparent in the Canadian economy in 1965. Warning signals could not be ignored if Canada wishes to avoid bringing the expansion to a premature end, and to avoid serious future imbalance of payments.

In 1965, the total output of goods and services in the Canadian economy increased by more than 9 per cent in value, and by about  $6\frac{1}{2}$  per cent in volume terms. This was owing to a slack that has now been virtually eliminated, he said, and expansion cannot be expected to continue at such high rates. He advised that, as the economy moves closer to full capacity operations, credit conditions should be tightened.

He said that the Bank of Canada has not acted to prevent a reasonable rate of credit expansion. But the continued growth of the economy, accompanied by an acceleration in business outlays, has

led to heavy demands for credit; and market rates of interest, including mortgage rates, have increased, necessitating that chartered banks become more selective in their credit policies in recent months. Mr. Rasminsky said that the extent to which it is appropriate to tighten credit is a matter of judgment. He found it interesting that the Canadian Chamber of Commerce, in its submission to the Minister of Finance this year, suggested that Canada pursue "a more vigorous monetary policy and impose more monetary discipline."

"While there are grounds for solid satisfaction in the outstanding economic growth we have experienced during recent years, there are no grounds for complacency or satisfaction," Mr. Rasminsky said. As the economy approaches the expanding limits of its capacity, a new range of problems must be faced. Ignoring price and cost increases may seriously impair Canada's competitive position, and jeopardize continued expansion.

He concluded: "Our international payments situation, requiring continued large inflows of capital in a world which is short of capital, is a constant source of concern."

# Canadian Railway Office of Arbitration

## Releases Decisions in Three Disputes

The Canadian Railway Office of Arbitration dealt with three disputes at hearings in Montreal on February 14. The disputes concerned spare yardmen's time claims in connection with the manning of self-propelled cranes, a conductor and crew's bid for runaround payments, and a request for reinstatement of a dismissed trainman. The arbitrator disallowed the first two claims, and found he had no jurisdiction in the third. Summaries of the three disputes and the arbitrator's awards in Cases Nos. 24, 25 and 26 follow.

### CASE NO. 24

Dispute between the Canadian National Railways (Great Lakes Region) and the Brotherhood of Railroad Trainmen over time claims submitted by spare yardmen in connection with the manning of self-propelled cranes.

For a seven-week period in 1965, the company operated self-propelled cranes, manned by a yard foreman pilot within the switching limits of a terminal. Spare yardmen from the city submitted a total of 19 time claims for loss of earnings at the yard helper's rate of pay on the grounds that the company violated an article of the collective agreement by not using a full crew of one yard foreman and two yard helpers.

Briefly, this problem centers on whether an article of the agreement is applicable to the manning of self-propelled cranes. It reads: "A yard crew shall consist of not less than one foreman and two helpers, but this will not interfere with the present practice where a foreman and one helper are employed on an engine . . ."

The spokesman for the Brotherhood based his argument on the wording of

the article, contending that it was broad enough to include self-propelled crane crews. He cited the definition of "engine" in the Uniform Code of Operating Rules: "A unit propelled by any form of energy . . . used in train or yard service."

The company contended that the machines in question are equipped for on-track operation, and are operated by qualified employees from the company's Work Equipment Department, employees who are not represented by the Brotherhood and not involved in the dispute. During the period in question, the cranes were manned by a yard foreman pilot, except on one occasion when a crew was used in conjunction with a locomotive. At that time a yard foreman and two yard helpers manned the locomotive.

The company spokesman recalled that the Brotherhood in the past had tried to force the company to employ a yard foreman pilot on self-propelled work machines operating in yards, relying on a different article from that now cited. The article used earlier was headed, "Yardmen's Work Defined," and stated: "Switching, transfers and industrial work, wholly within the recognized switching limits will at points where yardmen are employed be considered as service to which yardmen are entitled . . ."

Failing in these attempts, the company said, the Brotherhood realized there was no provision in the wage agreement that compelled the company to employ a yard foreman pilot on a self-propelled work machine operated in yards, and had switched to the article of the agreement they were now citing to substantiate their claim. For proof that the Brotherhood fully realized that the article now cited did not permit a favourable ruling on these claims, the company

pointed to a proposed memorandum the Brotherhood had submitted early in 1965 containing provisions that governed the number of crew used on various jobs. In this memorandum the Brotherhood had urged that the provisions apply to yardmen when self-propelled equipment was used within terminal switching limits. According to the company, this was a clear indication that the agreement did not cover crewing self-propelled work machines in yards.

The company's basic argument was that the article on which the Brotherhood was basing the claims applied to *bona fide* yard crews where locomotives are used within switching limits for yard work. The article speaks of a "yard crew" and this term has traditionally been known to mean the crew of a yard engine. The company maintained that the mention of "an engine" in the article corroborates this conclusion.

The arbitrator was told that the article cited by the Brotherhood had existed for 37 years without any significant amendment, and clearly was not designed to cover the operation of the semi-automatic work machines used today.

The arbitrator was satisfied that the scope of the first article must be limited to the operations described in the second article. In his opinion the operations did not include work for which a self-propelled crane is used, and because there is nothing in the agreement governing the size of the crew to be employed on self-propelled work equipment, the company is free to man these machines in a manner consistent with operational requirements.

"This type of dispute is not uncommon in industry", the arbitrator said, "owing to the rapid advance and im-



provement in machinery in recent years. Such equipment drops in between existing guidelines represented by job descriptions or classifications, and creates confusion until a proper pattern is created for them—not by arbitration, but by negotiation.” There was no doubt in the arbitrator’s mind that the Brotherhood recognized this need when they specified in November 1965 in their demands for a new contract: “Establish a crew consist on self-propelled equipment performing any switching or handling.”

The cited article in its present form does not cover the type of equipment represented by a self-propelled crane and therefore the arbitrator disallowed the claim.

#### CASE NO. 25

Dispute between the Canadian National Railway Company (Mountain Region) and the Brotherhood of Railroad Trainmen over a conductor and crew’s claims for runaround payments.

When a washout occurred about six miles west of Boston Bar, B.C., a conductor and crew were called at Boston Bar to man a work train handling material to make track repairs. On two occasions it was necessary for the work train to move into Boston Bar and return to the work site. The conductor and crew, who were off duty at Boston Bar, submitted two claims for payment of 100 miles each on the basis that under an article of the agreement they were run around on each of the two occasions when they returned to and left Boston Bar after beginning duty.

The question is, the arbitrator said, whether the return of a work train to its point of departure for any reason automatically brings into effect the article cited, which reads: “Conductors in chain gang regularly set up will be run first in first out of terminal points on their respective sections. All conductors ready for duty so run around will be paid one hundred miles each runaround, retaining their original standing on train board.” There was no doubt that originally the proper crew was selected for this assignment.

The spokesman for the Brotherhood declared that when the work train returned on the first trip to get track repair material, the claimants were entitled to be assigned on the return trip or paid for the runaround. He cited a previous decision of the arbitrator that he considered was similar in principle

(Case No. 3, L.G., Sept. 1965, p. 827). He also stated that a second article dealing with promotions of conductors supported his reasoning that there is no distinction between work trains and through freight service. It reads: “The promotion of conductors will be from through freight to way freight, way freight to mixed and mixed to passenger.”

The spokesman for the company contended that work train service is separate and distinct from through freight service. He maintained that from the time the claimants reported to the assigned work train, they entered work train service and became governed by an article other than that used by the employees in submitting their claims. This article is under the heading: “Rates and Rules for Work Trains, Construction, Helper, Pusher and Pile Driver Service.” The article on which the claim was based is headed: “Rates and Rules for Through Freight Conductors,” “Rates and Rules for Through Freight Trains.”

The arbitrator said that in the previous case referred to by the Brotherhood, an error had been clearly made by not calling the first crew registered on the pool board. This was not the situation in the present case. A study of the article regulating work train service reveals that there is no provision for a runaround. The arbitrator thought that the parties recognized the need to make special provision for the unusual demands made upon a work train, as compared to that of a freight train. While originally in the unassigned freight service pool, and thus governed by the article on which they based their claims, the conductor and crew became subject to what the parties had mutually agreed upon for the service outlined in the article cited by the company. The latter does not contain any reference to the article relied on by the employees and therefore the claim was disallowed.

#### CASE NO. 26

Dispute between the Quebec North Shore and Labrador Railway Company and the Brotherhood of Railroad Trainmen over the dismissal of a conductor.

A trainman allegedly refused to “dead-head” on a motor car from Seven Islands to Mile 16 when ordered and was dismissed by the company. Since then the company has consistently questioned the right to bring this matter to

arbitration under the provisions of the agreement governing the Canadian Railway Office of Arbitration. The Brotherhood requested the right to submit an *ex parte* presentation. This request was granted, subject to a preliminary hearing as to the arbitrability of the claim, and a complete history of the claim was presented to the arbitrator.

After the company’s refusal to reinstate him, the trainman followed the proper procedure leading to a submission to the then existing Canadian Railway Board of Adjustment. But later the General Chairman of his local lodge advised the company that the Brotherhood wished to withdraw its claim on behalf of the trainman. When the local general committee withdrew the claim, the trainman appealed the decision to the president of the lodge. With the president’s approval, he appealed to the Brotherhood’s Board of Appeals, which upheld his appeal.

The spokesman for the Brotherhood then approached the company in a further effort to have its decision reviewed and a reinstatement effected, but they refused to join in any application for arbitration. In the meantime, the Canadian Railway Office of Arbitration became operative and the application was made.

The Brotherhood could not point to any provision in the agreement current at the time of the withdrawal, indicating recognition of an employee’s rights under the Constitution of the Brotherhood.

The spokesman for the company maintained that the authority of the General Chairman was not disputed and there was nothing in the agreement permitting reinstatement. He said there was no legality for such an unusual procedural right.

After studying the terms of the collective agreement, the arbitrator believed the company’s position was well taken. After withdrawal, the issue was between the member and the Brotherhood. The General Chairman, carrying out the wishes of the local committee, withdrew the claim. The withdrawal contained no qualification that, should the employee exercise his rights to appeal, and should such an application be successful, the grievance would again be offered for processing. It was unqualified withdrawal and, in the opinion of the arbitrator, must remain so. Finding no jurisdiction to proceed, the arbitrator dismissed the appeal.

# PRICE INDEXES

## Consumer, March 1966

The consumer price index (1949=100) increased 0.2 per cent to 142.4 at the beginning of March from 142.1 in February. The index for March was 3.7 per cent above the March 1965 level of 137.3.

There were increases in the food and clothing indexes in March, as well as small increases in the housing, and recreation and reading indexes. The transportation, health and personal care, and tobacco and alcohol indexes were unchanged.

The food index rose 0.6 per cent to 143.4 from 142.5 in February. Prices were higher for bread, eggs, most cuts of meat, most fresh vegetables, some fresh fruits, and lard and shortening. These increases outweighed lower prices for sirloin and round steak, chicken, fresh tomatoes, bananas, oranges and instant coffee.

The housing index rose by 0.1 per cent to 143.3 from 143.1, with upward movements in both the shelter and household operation components. In the shelter division, rent and home-ownership components both rose slightly. Increases in prices for furniture, carpets, and cotton sheets contributed to the increase in the household operation component. Utensils and equipment and household supplies were also higher in price. The clothing index rose 0.7 per cent to 124.2 from 123.3 as a result of widespread increases in prices of men's wear, women's wear, children's wear and footwear. Prices for laundry, dry cleaning and shoe repair services were also higher.

The transportation index was unchanged at 150.0. Lower prices for new automobiles were offset by scattered increases in prices of repair items, tires, licenses, and gasoline.

The health and personal care index remained the same at 178.1 in spite of a slight increase in the personal care supplies component.

The recreation and reading index moved up by 0.1 per cent to 156.6 from 156.4. Higher prices for television repairs and bicycles caused a slight rise in the recreation component, but the reading component remained unchanged from February at 172.4.

The tobacco and alcohol index remained constant at 123.4.

Group indexes a year earlier (March 1965) were: food 133.3, housing 140.2, clothing 120.4, transportation 145.6, health and personal care 173.5, recreation and reading 153.4, and tobacco and alcohol 121.9.

## Wholesale, February 1966

The general wholesale index (1935-39=100) rose 0.8 per cent in February to 259.6 from the January index of 257.4, and was 5.4 per cent higher than the February 1965 index of 246.4. Five of the eight major group indexes were higher in February and three were unchanged.

The animal products group index rose 2.8 per cent in February to 303.6 from the January index of 295.4. An advance of 1.4 per cent to 225.4 from 222.2 was registered in the vegetable products group index. The textile products group index moved up 0.5 per cent to 248.2 from 247.0. Increases of less than 0.1 per cent occurred in the major group indexes: wood products to 334.4 from 334.2, non-ferrous metals products to 230.0 from 229.9.

The iron products group index at 266.5, the non-metallic minerals products group index at 193.6, and the chemical products group index at 209.3, were unchanged from February.

## City Consumer, February 1966

Consumer price indexes (1949=100) rose in all 10 regional cities between January and February. The increases ranged from 0.2 per cent in St. John's to 0.8 per cent in Montreal.

The only prices that dropped in February were those of housing in St. John's and Halifax, health and personal care in Vancouver, and tobacco and alcohol in Toronto.

Food indexes were higher in all cities, increases ranging from 0.5 per cent in St. John's to 1.8 per cent in Montreal and Saint John. Housing indexes rose slightly in six cities, dropped in two and held steady in two. Clothing indexes were higher in seven cities and remained the same in three. Transportation indexes rose in eight cities, and were un-

changed in two. Health and personal care indexes increased in six cities, dropped in one, and remained the same in three. Indexes for recreation and reading were higher in all 10 cities. Tobacco and alcohol indexes rose in six cities, dropped in one, and were steady in three.

Regional consumer price index point changes between January and February were: Montreal +1.1 to 141.2; Saint John +0.9 to 138.7; Ottawa +0.9 to 141.5; Vancouver +0.9 to 137.5; Winnipeg +0.8 to 138.1; Toronto +0.7 to 143.8; Saskatoon-Regina +0.7 to 134.0; Edmonton-Calgary +0.6 to 132.5; Halifax +0.5 to 136.0; St. John's +0.3 to 124.4.\*

## Farm Products

The index of Canadian farm products moved up 0.6 per cent to 255.0 from 253.5 in the three-week period ending February 18, 1966. The animal products index advanced 0.7 per cent to 331.4 from 329.2, and the field products index rose 0.5 per cent to 178.6 from 177.7.

## U.S. Consumer, February 1966

The United States consumer price index (1957=100) rose by 0.5 per cent to a record 111.6 in February. In January the index was 111.0 per cent and a year ago in February it was 108.9 per cent.

The increase was the sharpest for any month since June and the largest for any February since 1951.

All items, with the exception of transportation, increased. The largest advance was in the food index, which rose 1.5 per cent.

## British Retail, January 1966

The British index of retail prices (Jan. 16, 1962=100) rose to 114.3 at mid-January from 114.1 at mid-December 1965. The index a year earlier was 109.5.

The food group index fell to 113.0 from 113.3 in December. Reductions in the prices of eggs and bacon were partly offset by increases in the prices of tomatoes and other fresh vegetables, apples, fish, beef and bread.

The index for transport and vehicles rose by slightly more than 1 per cent to 109.1 from 107.8 in December. Miscellaneous goods rose to 110.6 from 109.7 in December. In the other seven groups there was little change.

\* On base June 1951=100.



# Publications Received in The Department of Labour Library

The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed by making application to the Librarian, Department of Labour, Ottawa. Students must apply through the library of their institution. Applications for loans should give the number (numeral) of the publication desired and the month in which it was listed in the LABOUR GAZETTE.

## Agricultural Workers

1. U.S. BUREAU OF LABOR STANDARDS. *Major Provisions of State and Federal Farm Labor Contractor Laws*. Washington, GPO, 1965. Pp. 21.

2. U.S. BUREAU OF LABOR STANDARDS. *State Committees on Seasonal Agricultural Labor, Their Organization and Programs*. Washington, GPO, 1965. Pp. 72.

3. WRIGHT, DALE. *They harvest Despair; the Migrant Farm Worker*. Foreword by Harrison A. Williams, Jr. Boston, Beacon Press, 1965. Pp. 158.

Based on 10 articles first published in the New York World-Telegram and Sun. The author, a former staff writer for the New York World-Telegram and Sun, worked off and on as a migrant farm worker for six months while collecting material for the articles he wrote for his newspaper.

## Conferences

4. AMERICAN STATISTICAL ASSOCIATION. BUSINESS AND ECONOMIC STATISTICS SECTION. *Proceedings, 1964. Papers presented at the Annual Meeting of the American Statistical Association, Chicago, Illinois, December 27-30, 1964, under the*

*Sponsorship of the Business and Economic Statistics Section*. Washington, 1965. Pp. 482.

Partial contents: Structural and technological unemployment. The predictive use of econometric models. Technological change and economic growth. A new look at seasonal adjustment. The consumer price index. The National Bureau of Economic Research study of short-term economic forecasting. Problems of wealth estimation. The outlook for population and the labor force at mid-decade. New economic program at the Census Bureau and the Office of Business Economics—status and plans. The measurement of poverty. New measures of industrial relations and capacities.

5. CANADIAN TAX FOUNDATION. *Corporate Management Tax Conference, Toronto, 1965*. Toronto, 1965. Pp. 55.

Contents: Scientific research expenditures. A tasting of new British taxes—vintage '65. International operations—trading companies. International operations—holding companies.

6. CONFERENCE ON THE BEHAVIOR OF INCOME SHARES, NEW YORK, 1961. *The Behavior of Income Shares; Selected Theoretical and Empirical Issues*. Princeton, Princeton University Press, 1964. Pp. 394.

Partial contents: A survey of some theories of income distribution [by] Tibor Scitovsky. Capital, labor and income in manufacturing [by] Robert M. Solow. Short-run movements of income shares [by] Charles L. Schultze. Long-run changes in the distribution of income by factor shares in Canada [by] S. A. Goldberg. Supplement: Short-term fluctuations of wage shares [by] F. H. Leacy.

7. NATIONAL CONFERENCE ON LABOUR-MANAGEMENT RELATIONS, OTTAWA, 1964 *National Conference on Labour-Management Relations, Ottawa, Canada 9-10 November 1964*. Convened by the Economic Council of Canada. Ottawa, Queen's Printer, 1965. Pp. 353.

Contains an opening address by Dr. John J. Deutsch, chairman of the Economic Council of Canada, and 5 studies prepared for the Conference. The studies are: The current status of labour-management co-operation in Canada, by W. Donald Wood. Experiments and progress in the field of labour-management relations in Europe; institutional, legal and political aspects by Jean-Réal Cardin. Experiments and progress in the field of labour-management relations in Europe; economic aspects, by Gilles Beausoleil. Recent American developments and experiments in labour-management relations, by J. T. Montague. The Nova Scotia labour-management agreements, by John H. G. Crispo.

8. PRINCETON MANPOWER SYMPOSIUM, PRINCETON, N.J., 1965. *Unemployment in a Prosperous Economy; a Report of the Princeton Manpower Symposium, May 13-14, 1965*. Edited by William G. Bowen [and] Frederick H. Harbison. Princeton, a joint project of the Industrial Relations Section. Woodrow Wilson School of Public and International Affairs [and] the Princeton University Conference, Princeton University, 1965. Pp. 173.

Contains 9 papers, discussions and a summary of them, concerned with the problem of unemployment and policies for dealing with the problem.

## Economic Conditions

9. GERSCHENKRON, ALEXANDER. *Economic Backwardness in Historical Perspective, a Book of Essays*.

Cambridge, Belknap Press of Harvard University Press, 1962. Pp. 456.

The author, a professor of economics at Harvard University, has selected 14 essays written and published in various journals and symposia between 1951 and 1961. The essays deal with economic conditions and industrialization in Italy, Bulgaria and Soviet Russia.

10. GREAT BRITAIN. DEPARTMENT OF ECONOMIC AFFAIRS. *The National Plan*. London, HMSO, 1965. 1 vol. (various pagings).

"Presented to Parliament by the First Secretary of State and Secretary of State for Economic Affairs." "The Plan is designed to achieve a 25 per cent increase in national output between 1964 and 1970," and provides a basis for greater economic growth. One of its purposes is to solve Great Britain's balance of payments problem.

11. GREAT BRITAIN. DEPARTMENT OF ECONOMIC AFFAIRS. *The North West, a Regional Study*. London, HMSO, 1965. Pp. [178]

12. GREAT BRITAIN. DEPARTMENT OF ECONOMIC AFFAIRS. *The West Midlands, a Regional Study*. London, HMSO, 1965. Pp. 115.

13. JAFFE, ABRAM J. *People, Jobs and Economic Development; a Case History of Puerto Rico supplemented by Recent Mexican Experiences*. Foreword by Charles D. Steward. Glencoe, Ill., Free Press, 1959. Pp. 381.

A report of the Bureau of Applied Social Research of Columbia University.

14. ONTARIO. DEPARTMENT OF ECONOMICS AND DEVELOPMENT. *Economic Survey of the Midwestern Ontario Region*. Toronto, 1965. Pp. 146.

15. ROSTOW, WALT WHITMAN, Ed. *The Economics of Take-off into Sustained Growth; Proceedings of a Conference held by the International Economic Association*. London, Macmillan; New York, St. Martin's Press, 1963. Pp. xxvi, [482].

At this Conference a number of distinguished economists presented papers on economic growth and industrialization. Professor Rostow has written an introduction and Professor D. C. Hague has written a summary record of the discussions of the papers.

## Economics

16. NATIONAL BUREAU OF ECONOMIC RESEARCH. *The Task of Economics; Forty-fifth Annual Report, a Record for 1964 and Plans for 1965*. New York, 1965. Pp. 117.

17. STIGLER, GEORGE JOSEPH. *Essays in the History of Economics*. Chicago, University of Chicago Press, 1965. Pp. 391.

## Employment Management

18. BUTTON, WILLIAM H. *Employee Training in Small Business Organizations*, by William H. Button and William J. Wasmuth. Ithaca, New York State School of Industrial and Labor Relations, Cornell University, 1964. Pp. 43.

Examines "... the basic steps that small business organizations may take to install, conduct and evaluate planned training activities aimed at development of critical job skills required of operative and clerical employees."

19. ILLINOIS. UNIVERSITY. INSTITUTE OF LABOR AND INDUSTRIAL RELATIONS. *Convergent Validity for Ratings of Job Satisfaction*, by Edwin A. Locke and others. Urbana, 1965. Pp. 313-319.

Describes a study of how job satisfaction is tested, using four different methods of rating.

20. NATIONAL INDUSTRIAL CONFERENCE BOARD. *Office Personnel Practices Non-manufacturing*. New York, 1965. Pp. 196.

Information in this study is supplied by over a thousand non-manufacturing companies in the following major types of business: insurance, banks, gas and electric utilities, retail trade, and wholesale trade. Personnel practices are classified into 8 general subjects for each type of business. A detailed index of personnel practices helps to locate specific topics.

21. U.S. BUREAU OF LABOR STATISTICS. *Employer Expenditures for Selected Supplementary Compensation Practices for Production and Related Workers; Composition of Payroll Hours; Manufacturing Industries*, 1962. Washington, GPO, 1965. Pp. 126.

## Labour Organization

22. BORNET, VAUGHN DAVIS. *Labor Politics in a Democratic Republic; Moderation, Division, and Disruption in the Presidential Election of 1928*. Washington, Sparton Books, 1964. Pp. 376.

"... The story of labor and politics in the United States in the Presidential Election of 1928."

23. TROY, LEO. *Trade Union Membership, 1897-1962*. New York National Bureau of Economic Research; distributed by Columbia University Press, 1965. Pp. 21, 65.

"Sixty-five pages of appendix tables and notes are appended to the original version, which is reprinted, with minor corrections, from the February, 1965, issue of *The Review of Economics and Statistics*."

Analysis of statistics of trade union membership in the U.S. Discusses the sources and methods of deriving data and compares the Bureau of Labor Statistics estimates of membership with the National Bureau of Economic Research's estimates. The appendix gives statistical data for AFL-CIO affiliates and for some unaffiliated union from 1935 (or 1937) to 1962.

## Labour Supply

24. CALIFORNIA. COMMISSION ON MANPOWER, AUTOMATION AND TECHNOLOGY. *Methodology and Techniques for Long Range Projections of Population, Labor Force and Employment; Proceedings of Institutes held at the University of California Extension, San Francisco, May 13, 1965, and at the University of Southern California, Los Angeles, May 18, 1965*. San Francisco, 1965. Pp. 241.

Institutes sponsored by the San Francisco and Southern California Chapters of the American Statistical Association and the Commission on Manpower, Automation and Technology.

25. GREAT BRITAIN. MINISTRY OF LABOUR. MANPOWER RESEARCH UNIT. *The Construction Industry*. London, HMSO, 1965. Pp. 50.

Provides statistical information about the labour force in the British construction industry.

26. NETTHEIM, NIGEL F. *A Spectral Study of "Over-adjustment" for Seasonality*. Washington, U.S. Dept. of Commerce, Bureau of the Census, 1965. Pp. 14.

27. NEW YORK (STAE). DEPARTMENT OF LABOR. DIVISION OF RESEARCH AND STATISTICS. *Technical Manpower in New York State*. New York, 1964. 2 vols. in 4.

Prepared in cooperation with the State Education Dept. [and] State University of New York. Vol. 1 has 2 supplements, each in a separate volume. "Volume 1 compares the various groups of technical occupations in terms of characteristics of employment, sources of workers, and educational and experience requirements; it gives the survey findings on employer training programs and employer views and experience on the utilization of technicians."

Supplement A of Vol. 1 contains statistical tables. Supplement B of Vol. 1



contains projections of technical occupation jobs in future years. Vol. 2 describes the job content of many technical occupations and the knowledge required for performing the job.

28. U.S. NATIONAL SCIENCE FOUNDATION. OFFICE OF ECONOMIC AND MANPOWER STUDIES. *Annual Report, Fiscal Year 1964*. Washington, 1965. Pp. 44.

#### Labouring Classes

29. BOWEN, ILLIAM GORDON, Ed. *Labor and the National Economy*. Edited with an introd. by William G. Bowen. [1st ed.] New York, W. W. Norton, 1965. Pp. 180.

Examines the relationship between the labour market and the national economy in the U.S. Such issues as minimum wage legislation, inflation, a national wage policy, unemployment, and shorter work hours are discussed.

30. FOX, R. H. *Thermal Comfort in Industry*. London, Ministry of Technology, 1965. Pp. 20.

Answers the question "What is necessary to ensure satisfactory 'indoor climate' for various kinds of work?"

31. INTERNATIONAL LABOUR OFFICE. *Guide to the Prevention and Suppression of Dust in Mining, Tunneling and Quarrying*. Geneva, 1965. Pp. 421.

BUREAU INTERNATIONAL DU TRAVAIL. *Guide pour la prévention et la suppressions des poussières dans les mines, les galeries et les carrières*. Genève, 1965. Pp. 455.

#### Professional Workers

32. PARAI, LOUIS. *Immigration and Emigration of Professional and Skilled Manpower during the Post-war Period*. Ottawa, Queen's Printer, 1965. Pp. 248.

Analyzes the available migration statistics to indicate how the supply of professional and skilled manpower in Canada was affected by population movements during the years 1946 to 1963.

33. PRANDY, KENNETH, *Professional Employees; a Study of Scientists and Engineers*. London, Faber and Faber, 1965. Pp. 197.

Deals with the position of scientists and engineers in the British social structure.

#### Railroads

34. CANADA. INDUSTRIAL INQUIRY COMMISSION ON CANADIAN NATIONAL RAILWAYS "RUN-THROUGHS." *Report*. (Pursuant to

*Section 56 of the Industrial Relations and Disputes Investigation Act*). November, 1965. Ottawa, Queen's Printer, 1965. Pp. 163.

Mr. Justice Samuel Freedman, commissioner. Formerly when steam locomotives were used they required servicing about every 125 miles, and servicing facilities had to be maintained at certain points. Diesel locomotives can be operated for very long distances with much less fuelling and servicing. The Commission had to consider whether the company had the right to institute run-throughs, and if it did, should it continue to have that right. The Commissioner was appointed by the Minister of Labour, November 5th, 1964, to inquire into "(1) the industrial situation arising from the running of certain trains of the Canadian National Railways through the terminals of Nakina, Ontario, and Wainwright, Alberta, on October 25th, 1964; and (2) any matters incidental or relating thereto." He was to report his findings on and recommendations "(1) for application to the industrial situation affecting the two terminals; (2) for general application to similar situations arising in future."

#### Wages and Hours

35. INTERSTATE CONFERENCE ON LABOR STATISTICS. COMMITTEE ON EVALUATION OF WAGE DATA FOR INTER—AREA COMPARISONS. *Report*. Miami, Florida, June 17, 1964. Washington, GPO, 1965. Pp. 85.

Partial Contents: Major sources of area wage statistics. Varieties of wage units. Varieties of coverage. Timeliness and accessibility of existing data. Sources of uncertainty. Some suggestions for improvement of wage data for inter—area comparisons. Appendix 1: "Description of the area wage statistics of seven government agencies in Canada and the United States," [including Dominion Bureau of Statistics and Economics and Research Branch, Canada Department of Labour].

36. U.S. BUREAU OF LABOR STATISTICS. *Salary Trends, Firemen and Policemen, 1924-64*. Washington, GPO, 1965. Pp. 32.

37. U.S. BUREAU OF LABOR STATISTICS. *Wage Chronology: Federal Classification Act Employees, 1924-64*. Washington, GPO, 1965. Pp. 47.

A chronology of major changes and related practices affecting employees covered by the U.S. Federal Classification Act of 1923 since the passage of that act.

#### Women—Employment

38. COTTON, DOROTHY (WHYTE). *The Case for the Working Mother*. New York, Stein and Day, 1965. Pp. 185.

Relates the experiences of many married women who have been successful in combining a working career with their role as mother of a family.

39. GENDELL, MURRAY. *Swedish Working Wives; a Study of Determinants and Consequences*. Totowa, N.J., Bedminster Press, 1963. Pp. xvi, 269.

The information in this study is based on a survey conducted in Sweden in 1955 by the Swedish Institute of Public Opinion Research and covers women between the ages of 18 and 55. The study was submitted as part of the requirements for the degree of Doctor of Philosophy in the Faculty of Political Science, Columbia University, 1962.

40. MICHEL, ANDREE. *La condition de la française d'aujourd'hui* [par] Andrée Michel et Geneviève Texier. Paris, Editions Gonthier, c1964. 2 vols.

#### Miscellaneous

41. ANASTASI, ANNE. *Fields of Applied Psychology*. New York, McGraw—Hill [c1964] Pp. 621.

Considers the applications of psychology to personnel work, human engineering, the consumer, mental health, and counselling. The final chapter examines psychology and other professions.

42. GROS, ANDRE. *La reconstruction du citoyen* [par] André Gros et Michèle Aumont. Paris, Librairie Arthème Fayard, 1964. Pp. 171.

This book deals with technocracy.

43. ORGANIZATION FOR ECONOMIC COOPERATION AND DEVELOPMENT. *Area Economic and Social Redevelopment, Guidelines for Programmes*, by Leo H. Klaassen. Paris, 1965. Pp. 113.

Outlines methods of organizing national and local agencies for area redevelopment of economically depressed areas and the types of research programs and policies required.

44. U.S. BUREAU OF LABOR STANDARDS. *Thirtieth Anniversary of the Bureau of Labor Standards, Washington, D.C., November 17, 1964 forging Labor Standards 1934, 1964, 1994*. Washington, GPO, 1965. Pp. 97.

Contains statements made on the occasion of the 30th anniversary of the founding of the U.S. Bureau of Labor Standards. Among the speakers were the Secretary of Labor, W. Willard Wirtz and Frances Perkins, Secretary of Labor from 1933 to 1945, who was instrumental in forming the Bureau.

PAGE		PAGE	
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266	Tables D-1 to D-5—Employment Service Statistics		

A—Labour Force

TABLE A-1—Regional Distribution Week Ended February 19, 1966

	Canada	Atlantic	Quebec	Ontario	Prairies	British Columbia
(estimates in thousands)						
THE LABOUR FORCE.....	7,122	598	2,056	2,603	1,193	672
Men.....	5,032	433	1,466	1,808	849	476
Women.....	2,090	165	590	795	344	196
14-19 years.....	659	66	217	202	113	61
20-24 years.....	959	98	323	307	151	80
25-44 years.....	3,134	233	913	1,183	514	291
45-64 years.....	2,155	184	548	827	376	220
65 years and over.....	215	17	55	84	39	20
EMPLOYED.....	6,766	533	1,922	2,521	1,152	638
Men.....	4,732	374	1,349	1,743	816	450
Women.....	2,034	159	573	778	336	188
Agriculture.....	469	26	93	126	201	23
Non-agriculture.....	6,297	507	1,829	2,395	951	615
Paid workers.....	5,746	456	1,666	2,200	870	554
Men.....	3,893	315	1,142	1,480	570	386
Women.....	1,853	141	524	720	300	168
UNEMPLOYED.....	356	65	134	82	41	34
Men.....	300	59	117	65	33	26
Women.....	56	*	17	17	*	*
PERSONS NOT IN LABOUR FORCE.....	6,212	683	1,804	2,092	1,036	597
Men.....	1,576	203	436	504	279	154
Women.....	4,636	480	1,368	1,588	757	443

\*Less than 10,000.  
SOURCE: Labour Force Survey.



**TABLE A-2—Age, Sex and Marital Status, Week Ended February 19, 1966, Canada**

		14-19 years all persons	20-64 years				65 years and over all persons
	Total		Men		Women		
			Married	Other	Married	Other	
(estimates in thousands)							
POPULATION 14 YEARS OF AGE AND OVER*.....	13,334	2,192	3,795	1,023	3,905	984	1,435
LABOUR FORCE.....	7,122	659	3,643	848	1,063	694	215
Employed.....	6,766	594	3,483	768	1,042	675	204
Unemployed.....	356	65	160	80	21	19	11
NOT IN LABOUR FORCE.....	6,212	1,533	152	175	2,842	290	1,220
PARTICIPATION RATE†							
1966, February 19.....	53.4	30.1	96.0	82.9	27.2	70.5	15.0
January 15.....	53.3	30.0	95.8	82.1	27.2	71.1	14.9
UNEMPLOYMENT RATE‡							
1966, February 19.....	5.0	9.9	4.4	9.4	2.0	2.7	5.1
January 15.....	5.1	9.9	4.5	9.3	2.1	2.4	6.1

\*Excludes inmates of institutions, members of the armed forces, Indians living on reserves and residents of the Yukon and Northwest Territories.

†The labour force as a percentage of the population 14 years of age and over.

‡The unemployed as a percentage of the labour force.

SOURCE: Labour Force Survey.

**TABLE A-3—Unemployed, Week Ended February 19, 1966**

	<i>February 1966</i>	<i>January 1966</i>	<i>February 1965*</i>
(estimates in thousands)			
TOTAL UNEMPLOYED.....	356	359	397
On temporary layoff up to 30 days.....	29	39	29
Without work and seeking work.....	327	320	368
Seeking full-time work.....	312	306	349
Seeking part-time work.....	15	14	19
Seeking under 1 month.....	76	111	83
Seeking 1-3 months.....	171	151	179
Seeking 4-6 months.....	53	34	59
Seeking more than 6 months.....	27	24	47

\*Due to the introduction of revised weighting factors in March 1965, small adjustments have been made to estimates published before that time. See D.B.S. report "The Labour Force, March 1965", page 8.

SOURCE: Labour Force Survey.

## B—Labour Income

**TABLE B-1—Estimates of Labour Income, by Industry**

Annual Revision

Year and Month	Monthly Totals									Totals ‡
	Mining	Manu- facturing	Trans- portation, Storage and Communi- cation†	Forestry	Con- struction	Public Utilities	Trade	Finance Services (including Govern- ment)	Supple- mentary Labour Income	
(\$ Millions)										
1961—Total.....	542	5,306	1,862	283	1,252	357	2,740	5,616	820	18,996
1962—Total.....	559	5,699	1,909	300	1,357	378	2,881	6,080	843	20,233
1963—Total.....	572	6,045	2,008	308	1,419	397	3,089	6,601	873	21,547
1964—Total.....	600	6,582	2,129	343	1,582	421	3,358	7,248	926	23,433
1965—Total*.....	678	7,263	2,315	379	1,961	455	3,713	8,042	975	26,033
1964—										
December.....	51.4	551.5	178.4	25.6	119.1	35.9	298.9	625.6	78.6	1,980.0
1965—										
January.....	52.4	566.1	181.9	25.6	123.9	35.9	288.0	627.1	78.2	1,991.7
February.....	53.3	564.4	180.4	26.7	122.2	35.9	288.7	635.2	78.5	1,998.5
March.....	54.2	583.2	178.7	25.2	128.2	35.8	292.3	644.8	79.0	2,035.7
April.....	53.1	587.3	185.1	21.4	136.3	36.4	299.2	656.1	79.6	2,071.3
May.....	55.9	600.0	191.7	27.5	156.6	37.5	305.5	669.4	80.7	2,146.6
June.....	58.0	614.2	192.1	34.4	169.1	38.8	312.0	686.2	81.6	2,212.5
July.....	58.3	601.2	199.8	37.6	185.2	39.4	310.3	655.4	81.5	2,199.7
August.....	58.3	614.2	199.0	36.3	193.3	40.0	312.2	666.7	82.1	2,235.3
September.....	57.4	626.4	208.9	38.0	196.7	39.1	317.4	711.4	83.3	2,306.3
October.....	58.9	636.3	202.1	37.8	201.1	39.2	322.9	697.8	83.5	2,301.5
November.....	59.5	639.0	201.9	37.6	187.9	38.7	330.1	696.7	83.5	2,292.3
December*.....	58.6	631.0	193.4	31.0	160.4	38.4	334.0	695.2	83.1	2,241.1
Seasonally Adjusted										
1961—Total.....	542	5,306	1,862	283	1,252	357	2,740	5,616	820	18,996
1962—Total.....	559	5,699	1,909	300	1,357	378	2,881	6,080	843	20,233
1963—Total.....	572	6,045	2,008	308	1,419	397	3,089	6,601	873	21,547
1964—Total.....	600	6,582	2,129	343	1,582	421	3,358	7,248	926	23,433
1965—Total*.....	678	7,263	2,315	379	1,961	455	3,713	8,042	975	26,033
1964—										
December.....	51.8	563.3	183.7	27.0	142.9	36.2	288.3	629.2	78.9	2,022.0
1965—										
January.....	53.0	577.9	186.0	28.6	151.9	37.0	293.6	635.9	79.4	2,063.7
February.....	53.8	574.8	187.4	29.5	154.4	37.1	297.5	641.9	79.6	2,077.8
March.....	55.0	591.0	187.8	33.1	157.9	37.0	299.3	648.1	80.1	2,110.4
April.....	55.1	592.1	189.5	33.1	155.0	37.3	304.2	654.7	80.3	2,122.1
May.....	56.5	593.4	191.5	32.6	153.0	37.5	306.9	657.9	80.6	2,130.7
June.....	56.7	600.7	188.0	31.7	156.9	37.4	308.1	666.4	80.9	2,147.6
July.....	56.0	605.0	193.7	33.1	160.8	38.2	309.4	671.5	81.4	2,169.8
August.....	57.6	611.3	190.5	32.1	164.6	38.9	313.5	681.2	81.6	2,192.3
September.....	57.3	611.5	203.5	31.1	163.6	38.4	316.7	698.4	82.2	2,223.5
October.....	58.4	627.8	198.2	30.5	173.4	38.8	319.7	690.8	82.5	2,240.8
November.....	59.3	634.8	200.0	31.2	180.7	38.7	322.0	696.4	82.7	2,267.1
December*.....	59.2	643.0	198.8	32.6	188.6	38.8	321.9	698.6	83.3	2,286.8

†Includes post office wages and salaries. ‡Figures in this column are for total labour income, Canada, but are not totals of the figures in the remaining columns of this table, as figures for labour income in Agriculture, Fishing and Trapping are not shown.

\*Preliminary.

NOTE: Monthly figures may not add to annual totals because of rounding. SOURCE: Dominion Bureau of Statistics.



## C—Employment, Hours and Earnings

Tables C-1 to C-3 are based on reports from employers having 15 or more employees; at December, 1965 employers in the principal non-agricultural industries reported a total employment of 3,356,479.

Tables C-4 and C-5 are based on reports from a some-

what smaller number of firms than Tables C-1 to C-3. They relate only to wage-earners for whom statistics of hours of work are also available whereas Tables C-1 to C-3 relate to salaried employees as well as to all wage-earners in the reporting firms.

**TABLE C-1—Employment, Payrolls and Weekly Wages and Salaries**

Year and month	Industrial composite*			Manufacturing		
	Index numbers (1949 = 100)			Index numbers (1949 = 100)		
	Employ- ment	Aggregate weekly payrolls	Average weekly wages and salaries	Employ- ment	Aggregate weekly payrolls	Average weekly wages and salaries
<b>AVERAGES</b>						
1960.....	118.7	176.5	75.83	109.5	177.8	78.19
1961.....	118.1	182.0	78.17	109.9	183.6	80.73
1962.....	121.5	187.6	80.59	113.3	189.2	83.17
1963.....	124.6	194.2	83.43	116.4	196.1	86.24
1964.....	130.4	201.8	86.68	121.9	204.1	89.73
1964—						
December.....	131.2	199.1	85.53	121.9	201.6	88.65
1965—						
January.....	129.4	207.7	89.21	122.5	210.3	92.46
February.....	129.5	207.9	89.30	122.6	209.4	92.07
March.....	130.9	210.0	90.22	124.3	214.0	94.10
April.....	132.1	210.8	90.55	124.6	214.2	94.18
May.....	136.8	210.9	90.60	127.4	213.4	93.83
June.....	141.0	212.0	91.07	130.3	213.8	94.02
July.....	142.1	212.2	91.18	129.6	211.3	92.90
August.....	144.0	212.5	91.29	131.9	211.9	93.18
September.....	144.0	214.8	92.27	132.7	215.3	94.68
October.....	143.5	218.1	93.70	132.2	219.1	96.32
November†.....	143.6	217.7	93.53	132.1	219.8	96.63
December‡.....	140.1	212.6	91.33	129.7	215.5	94.71

\*Includes: Forestry (chiefly logging); mining (including milling), quarrying and oil wells; manufacturing; construction; transportation, storage and communication; public utility operation; trade; finance, insurance and real estate; and service (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).

†Revised. ‡Preliminary. SOURCE: *Employment and Payrolls*, DBS.

**TABLE C-2—Area Summary of Employment and Average Weekly Wages and Salaries**

Areas	Employment index numbers*			Average weekly wages and salaries		
	Dec. 1965	Nov. 1965	Dec. 1964	Dec. 1965	Nov. 1965	Dec. 1964
	(1949 = 100)			\$	\$	\$
PROVINCES						
Atlantic Region.....	116.8	123.5	110.0	75.33	76.36	71.62
Newfoundland.....	154.5	169.3	137.3	79.86	82.13	79.46
Prince Edward Island.....	134.0	153.7	126.4	65.64	63.56	63.09
Nova Scotia.....	102.3	106.8	99.7	73.58	74.52	67.93
New Brunswick.....	117.0	121.9	109.6	75.32	75.82	72.15
Quebec.....	138.9	142.6	130.5	89.46	91.53	83.15
Ontario.....	144.1	146.8	135.2	94.60	96.95	88.67
Prairie Region.....	146.8	150.5	138.1	86.40	87.99	82.56
Manitoba.....	120.4	123.2	116.1	82.20	83.16	78.46
Saskatchewan.....	139.9	145.7	130.7	85.41	86.57	82.06
Alberta (s).....	181.6	185.3	167.8	90.10	92.36	86.12
British Columbia.....	137.8	140.6	124.9	100.39	104.53	92.83
CANADA.....	140.1	143.6	131.2	91.33	93.53	85.53
URBAN AREAS						
St. John's.....	161.7	176.8	148.5	68.32	70.84	65.43
Sydney.....	76.0	78.7	78.9	86.07	98.89	70.40
Halifax.....	138.4	139.9	135.4	75.63	76.29	72.28
Moncton.....	118.2	132.2	115.9	71.25	69.61	65.73
Saint John.....	120.3	115.9	113.6	73.13	75.40	70.15
Chicoutimi—Jonquiere.....	120.5	125.3	116.9	109.62	110.83	101.56
Quebec.....	138.7	140.5	130.6	78.00	80.37	74.01
Sherbrooke.....	127.0	127.4	122.5	77.33	79.59	71.17
Shawinigan.....	112.3	111.5	106.0	97.40	98.90	85.66
Three Rivers.....	127.2	129.4	123.0	82.15	84.94	75.18
Drummondville.....	98.0	100.9	99.5	73.03	73.84	66.88
Montreal.....	147.0	150.1	137.6	90.42	92.76	84.18
Ottawa—Hull.....	151.4	153.5	142.9	84.22	85.91	79.72
Kingston.....	146.0	146.6	134.8	86.21	90.32	86.61
Peterborough.....	118.7	117.8	111.7	99.69	100.36	95.26
Oshawa.....	261.8	261.5	237.4	114.43	124.66	111.66
Toronto.....	158.4	162.7	151.4	94.41	96.31	88.93
Hamilton.....	134.8	138.1	127.5	98.98	100.60	92.31
St. Catharines.....	139.1	141.6	126.5	108.80	109.60	106.69
Niagara Falls.....	96.6	101.9	98.4	94.76	93.48	89.04
Brantford.....	107.1	109.2	95.7	89.34	91.65	80.51
Guelph.....	155.1	154.6	141.5	83.16	86.42	78.24
Galt.....	144.0	142.4	130.9	81.64	84.95	77.01
Kitchener.....	168.8	170.3	153.1	83.47	85.92	77.34
Sudbury.....	152.0	152.8	141.6	103.11	103.47	100.85
Timmins.....	84.4	85.7	85.9	85.24	87.06	77.95
London.....	156.2	160.2	146.6	85.40	87.10	80.74
Sarnia.....	145.4	149.7	136.0	116.57	117.33	109.92
Windsor.....	105.7	106.3	91.2	109.49	111.37	93.40
Sault Ste. Marie.....	162.4	165.5	157.1	112.84	112.24	103.19
Fort William—Port Arthur.....	132.1	137.4	115.3	90.03	94.32	84.58
Winnipeg.....	124.3	126.8	119.5	78.85	79.77	75.31
Regina.....	166.5	167.5	156.2	83.03	84.38	79.76
Saskatoon.....	168.1	171.8	156.0	79.42	79.36	75.63
Edmonton.....	240.4	243.9	220.2	82.88	84.80	78.82
Calgary.....	214.6	216.5	196.6	88.86	90.47	85.60
Vancouver.....	141.0	142.0	128.3	98.33	101.27	92.52
Victoria.....	133.0	134.4	130.0	87.67	89.41	83.18

\*Latest figures subject to revision. SOURCE: *Employment and Payrolls*, DBS.



TABLE C-2a—Estimates of Employees by Industry, Provinces and Canada

<i>Industry</i>	<i>Month and year</i>	<i>Nfld.</i>	<i>P.E.I.</i>	<i>N.S.</i>	<i>N.B.</i>	<i>Que.</i>	<i>Ont.</i>	<i>Man.</i>	<i>Sask.</i>	<i>Alta.</i>	<i>B.C.</i>	<i>Canada</i>
(in thousands)												
Forestry.....	Dec. 1965*	4.0	—	1.7	7.4	24.0	12.4	0.8	0.4	2.2	16.8	69.7
	Nov. 1965†	4.9	0.1	2.2	8.2	26.1	12.8	0.7	0.3	2.3	20.9	78.6
	Dec. 1964	3.8	0.1	1.5	6.8	22.6	14.6	0.9	0.2	2.4	14.9	67.9
Mines, quarries and oil wells	Dec. 1965*	6.2	—	7.9	2.3	24.9	33.0	5.2	5.2	20.5	9.1	114.3
	Nov. 1965†	6.3	—	8.2	2.4	25.8	33.8	5.2	5.3	20.1	9.5	116.7
	Dec. 1964	5.2	—	7.9	2.0	23.9	31.0	4.8	4.0	19.1	7.6	105.6
Manufacturing industries.....	Dec. 1965*	11.5	2.0	30.6	22.9	474.2	754.5	46.8	13.6	47.0	112.3	1,515.2
	Nov. 1965†	12.3	2.4	32.3	24.8	485.2	766.3	47.9	14.2	47.5	115.2	1,548.1
	Dec. 1964	10.4	1.6	29.4	21.8	453.4	712.4	45.4	13.0	43.3	103.8	1,434.4
Non-durable goods manu- facturing.....	Dec. 1965*	8.5	1.5	15.8	13.8	292.9	328.3	25.3	9.0	24.6	40.7	760.6
	Nov. 1965†	9.1	1.8	16.7	15.7	300.6	337.0	26.1	9.3	25.3	41.7	783.2
	Dec. 1964	8.1	1.2	15.2	13.5	282.0	319.3	25.4	9.0	23.1	38.6	735.5
Durable goods manufactur- ing.....	Dec. 1965*	3.0	0.5	14.7	9.0	181.2	426.2	21.6	4.6	22.4	71.5	754.7
	Nov. 1965†	3.2	0.6	15.6	9.1	184.6	429.3	21.9	4.8	22.2	73.5	764.8
	Dec. 1964	2.3	0.4	14.2	8.3	171.4	393.1	19.9	4.0	20.1	65.2	698.9
Construction.....	Dec. 1965*	7.6	1.3	9.1	10.2	95.6	131.2	11.4	11.3	27.8	29.9	335.3
	Nov. 1965†	10.8	1.6	12.9	12.0	111.8	143.9	13.8	14.3	32.6	35.4	389.1
	Dec. 1964	5.3	0.9	8.5	7.6	89.9	115.3	11.4	9.9	22.0	23.2	294.0
Transportation, communica- tion and other utilities.....	Dec. 1965*	14.2	2.6	23.2	21.5	160.9	197.0	40.4	25.4	46.6	68.8	600.5
	Nov. 1965†	14.6	2.9	22.3	20.7	166.6	204.0	41.1	26.7	47.4	69.9	616.0
	Dec. 1964	13.4	2.4	22.9	21.5	152.2	193.5	40.1	25.2	46.0	65.0	582.1
Trade.....	Dec. 1965*	15.5	3.6	28.4	24.4	244.9	371.7	50.1	37.1	73.0	98.6	947.2
	Nov. 1965†	15.6	3.7	28.9	25.3	244.7	370.7	49.9	36.6	72.4	97.5	945.4
	Dec. 1964	15.0	3.5	26.8	22.9	228.9	359.2	48.6	35.2	67.7	91.0	898.8
Finance, insurance and real estate.....	Dec. 1965*	1.5	0.6	5.6	4.0	69.8	102.9	11.5	7.3	13.9	21.8	238.9
	Nov. 1965†	1.5	0.6	5.7	4.0	69.7	103.4	11.5	7.3	14.0	22.2	240.2
	Dec. 1964	1.3	0.5	5.4	3.9	66.5	98.5	11.4	6.8	13.3	20.5	228.1
Service (commercial sector)‡	Dec. 1965*	5.2	1.3	10.5	8.5	135.0	196.8	25.0	15.1	37.0	56.4	490.6
	Nov. 1965†	5.3	1.4	11.1	8.5	137.3	203.0	25.4	15.2	37.6	57.0	501.8
	Dec. 1964	4.2	1.4	10.2	6.7	120.0	178.7	22.6	13.2	34.4	50.1	441.5
Total—Specified industries..	Dec. 1965*	65.6	11.4	116.9	101.2	1,229.2	1,799.5	191.2	115.3	267.8	413.7	4,311.9
	Nov. 1965†	71.2	12.8	123.6	106.0	1,267.1	1,838.0	195.6	119.9	274.2	427.5	4,435.8
	Dec. 1964	58.7	10.5	112.7	93.3	1,157.3	1,703.2	185.2	107.5	248.1	376.1	4,052.5

\*Preliminary figures. †Revised. ‡Includes health services (except hospitals); motion picture and recreational services to business management; personal services (except domestic and miscellaneous services).

NOTE: Estimates may not add to totals due to rounding. BASIS: Revised Standard Industrial Classification.

TABLE C-3—Industry Summary of Employment and Average Weekly Wages and Salaries

Industries	Employment index numbers*			Average weekly wages and salaries		
	Dec. 1965	Nov. 1965	Dec. 1964	Dec. 1965	Nov. 1965	Dec. 1964
	(1949 = 100)			\$	\$	\$
MINING.....	123.7	125.4	115.5	114.43	116.01	104.55
Metal mining.....	139.5	141.5	129.7	113.99	116.34	106.54
Gold.....	55.8	56.3	59.9	95.76	96.85	88.16
Other metal.....	216.6	220.0	194.4	118.32	120.95	111.80
Iron.....	357.3	365.4	312.4	132.75	135.80	130.35
Uranium.....	—	—	—	132.78	134.59	128.12
Fuels.....	91.6	90.4	86.9	119.91	120.73	105.70
Coal.....	38.2	38.4	38.7	87.45	90.04	65.18
Oil and natural gas.....	311.2	304.1	282.7	136.27	136.64	128.20
Non-metal.....	146.2	154.8	135.2	106.25	106.49	93.74
Asbestos.....	171.9	172.2	166.9	117.15	116.45	105.46
MANUFACTURING.....	129.7	132.1	121.9	94.71	96.63	88.65
Durable goods.....	143.1	144.4	131.4	101.40	104.89	94.86
Non-durable goods.....	118.5	121.8	113.9	87.95	88.44	82.66
Food and beverages.....	115.7	124.1	111.3	84.98	83.35	79.59
Meat products.....	143.0	149.1	136.4	92.75	92.20	87.24
Dairy products.....	123.1	125.4	119.4	81.10	80.25	76.55
Canned and cured fish.....	92.6	120.3	87.4	54.12	53.56	46.62
Grain mill products.....	98.6	96.5	92.3	93.12	92.07	85.53
Bread and other bakery products.....	115.1	116.3	112.9	80.66	79.96	76.56
Biscuits and crackers.....	87.2	98.6	86.8	75.49	76.49	68.86
Distilled and malt liquors.....	97.9	103.2	95.9	118.24	117.60	113.78
Other beverages.....	159.6	157.9	157.9	87.65	86.38	82.80
Confectionery.....	100.1	109.9	92.5	68.32	68.21	63.58
Tobacco and tobacco products.....	101.4	104.7	104.0	88.47	87.97	80.77
Rubber products.....	122.9	127.6	116.8	100.11	99.91	90.79
Leather products.....	89.4	90.8	87.6	62.31	65.10	56.67
Boots and shoes (except rubber).....	90.9	91.5	88.7	60.63	63.27	54.26
Other leather products.....	86.6	89.6	85.6	65.49	68.48	61.21
Textile products (except clothing).....	94.0	94.6	91.2	74.95	77.56	70.10
Cotton yarn and broad woven goods.....	77.4	77.3	78.2	73.11	75.92	67.23
Woollen goods.....	66.4	67.3	65.3	68.47	71.37	62.69
Synthetic textiles and silk.....	119.5	119.6	115.6	83.81	84.74	78.26
Clothing (textile and fur).....	100.9	104.9	98.0	55.55	59.20	51.85
Men's clothing.....	106.5	110.6	104.8	55.06	58.00	50.94
Women's clothing.....	109.3	114.3	106.8	55.20	58.65	50.91
Knit goods.....	81.6	84.6	76.0	56.17	61.25	53.24
Fur goods.....	52.3	58.8	53.1	85.11	90.13	81.02
Wood products.....	119.9	122.3	112.7	81.65	84.07	74.17
Saw and planing mills.....	119.2	121.2	113.7	84.87	86.56	76.66
Furniture.....	139.6	142.2	127.4	77.12	81.34	71.18
Other wood products.....	84.8	88.8	78.4	72.90	75.12	65.12
Paper products.....	140.3	140.0	133.9	112.24	112.76	106.13
Pulp and paper mills.....	137.9	136.6	132.7	123.26	122.39	117.31
Other paper products.....	145.9	148.1	136.6	87.63	91.78	80.37
Printing, publishing and allied industries.....	134.3	135.0	126.5	101.68	104.23	96.24
Iron and steel products.....	136.4	137.7	124.4	104.01	107.83	97.25
Agricultural implements.....	82.1	82.3	72.4	113.59	114.14	99.27
Boilers and plate work.....	128.0	129.6	118.0	99.20	109.40	93.94
Fabricated and structural steel.....	192.2	196.0	168.6	101.37	108.40	98.76
Hardware and tools.....	140.5	141.3	130.9	91.82	96.01	86.63
Heating and cooking appliances.....	112.0	119.2	109.1	90.16	93.60	84.67
Iron castings.....	128.5	129.1	110.2	101.13	106.02	90.82
Machinery, industrial.....	173.1	173.0	152.3	101.09	106.13	95.38
Primary iron and steel.....	152.8	153.7	144.9	120.44	120.85	113.03
Sheet metal products.....	128.3	131.3	120.6	98.66	102.23	91.20
Wire and wire products.....	147.0	147.3	131.5	96.75	101.42	93.37



**TABLE C-3—Industry Summary of Employment and Average Weekly Wages and Salaries—Concluded**

Industries	Employment index numbers*			Average weekly wages and salaries		
	Dec. 1965	Nov. 1965	Dec. 1964	Dec. 1965	Nov. 1965	Dec. 1964
	(1949 = 100)			\$	\$	\$
Transportation equipment.....	147.9	147.3	133.6	111.38	116.85	109.06
Aircraft and parts.....	262.3	257.4	256.5	111.04	118.82	105.42
Motor vehicles.....	175.3	173.9	157.3	127.54	135.10	120.04
Motor vehicle parts and accessories.....	202.2	201.1	160.5	109.54	113.93	105.60
Railroad and rolling stock equipment.....	64.5	64.5	62.5	98.19	99.09	93.67
Shipbuilding and repairing.....	149.1	152.6	140.2	98.89	104.43	90.08
Non-ferrous metal products.....	143.5	144.0	134.6	105.88	107.07	102.72
Aluminum products.....	146.2	147.0	141.4	101.50	104.67	96.46
Brass and copper products.....	129.5	129.9	117.9	98.11	101.88	93.51
Smelting and refining.....	152.5	152.5	146.0	117.89	117.30	116.72
Electrical apparatus and supplies.....	178.8	180.2	164.4	99.39	101.84	92.71
Heavy electrical machinery.....	132.6	132.5	122.3	105.77	108.68	102.57
Telecommunication equipment.....	309.9	313.3	289.9	98.34	98.96	89.03
Non-metallic mineral products.....	171.4	177.3	156.3	99.29	103.27	92.52
Clay products.....	97.3	99.1	90.0	91.85	90.83	82.56
Glass and glass products.....	196.1	199.3	177.3	97.40	97.22	91.80
Products of petroleum and coal.....	132.2	130.0	138.7	143.61	141.00	134.84
Petroleum refining and products.....	134.8	132.3	141.5	144.69	142.04	135.70
Chemical products.....	149.7	149.2	140.8	110.55	109.63	106.43
Medical and pharmaceutical preparations.....	142.2	141.9	129.1	99.14	98.82	94.22
Acids, alkalis and salts.....	167.7	160.6	162.6	125.32	126.18	121.87
Other chemical products.....	147.6	148.4	138.8	109.45	108.14	105.12
Miscellaneous manufacturing industries.....	168.5	176.0	160.4	80.80	81.92	77.13
CONSTRUCTION.....	136.7	154.6	120.1	98.07	108.19	85.04
Building and general engineering.....	147.2	163.4	122.2	102.78	116.66	88.24
Highways, bridges and streets.....	119.5	139.8	116.5	88.46	91.86	79.53
SERVICE.....	206.1	210.8	185.4	66.66	66.45	62.48
Hotels and restaurants.....	172.9	175.8	156.9	49.96	49.68	47.18
Laundries and dry cleaning plants.....	174.9	177.4	163.3	56.78	59.93	54.13
INDUSTRIAL COMPOSITE.....	140.1	143.6	131.2	91.33	93.53	85.53

\*Latest figures subject to revision.

NOTE: Information for other industries is given in employment and payrolls.

SOURCE: *Employment and Payrolls*, DBS.**TABLE C-4—Hours and Earnings in Manufacturing, Hourly-Rated Wage-Earners, by Province**

	Average Hours Worked			Average Hourly Earnings*		
	December 1965	November 1965	December 1964	December 1965	November 1965	December 1964
Newfoundland.....	37.7	40.4	37.1	1.99	1.87	2.11
Nova Scotia.....	39.5	40.8	38.9	1.85	1.84	1.83
New Brunswick.....	40.3	41.2	38.5	1.91	1.85	1.88
Quebec.....	40.3	42.3	38.8	1.94	1.93	1.86
Ontario.....	40.1	41.7	39.1	2.28	2.28	2.17
Manitoba.....	39.4	40.5	38.9	1.94	1.92	1.88
Saskatchewan.....	39.4	40.0	38.8	2.17	2.15	2.17
Alberta (includes Northwest Territories).....	39.3	40.2	38.9	2.20	2.20	2.13
British Columbia (includes Yukon Territory).....	37.5	38.2	36.5	2.69	2.68	2.58

\*Includes shift differential, premium pay for overtime, pay for paid holidays, pay for paid sick leave if paid through payroll but not if paid under insurance plan, incentive bonus but not annual bonus.

NOTE: Information on hours and earnings by cities obtainable from *Man-Hours and Hourly Earnings*, DBS.

Latest figures subject to revision.

SOURCE: *Man-Hours and Hourly Earnings*, DBS.

**TABLE C-5—Hours and Earnings, Hourly-Rated Wage-Earners, by Industry**

Industry	Average weekly hours			Average hourly earnings			Average weekly wages		
	Dec.	Nov.	Dec.	Dec.	Nov.	Dec.	Dec.	Nov.	Dec.
	1965	1965	1964	1965	1965	1964	1965	1965	1964
				\$	\$	\$	\$	\$	\$
<b>MINING</b> .....	41.9	43.1	39.9	2.51	2.49	2.37	104.95	107.51	94.59
Metal mining.....	41.5	42.7	41.4	2.58	2.58	2.42	107.06	110.09	100.30
Gold.....	42.1	43.0	42.1	2.08	2.08	1.92	87.72	89.25	80.88
Other metal.....	41.3	42.6	41.2	2.71	2.70	2.58	111.90	115.25	106.25
Copper-gold-silver.....	40.9	41.3	39.9	2.57	2.50	2.34	105.06	103.21	93.29
Iron.....	44.0	45.8	45.2	2.89	2.91	2.82	127.02	133.62	127.64
Uranium.....	38.0	40.3	40.2	3.27	3.15	3.14	124.29	126.90	126.55
Fuels.....	42.1	43.3	34.5	2.42	2.39	2.32	101.83	103.50	79.95
Coal.....	42.5	44.2	31.0	1.99	1.99	1.94	84.67	87.80	60.14
Oil and natural gas.....	41.6	42.2	39.6	2.92	2.91	2.75	121.36	122.68	109.13
Non-metal.....	43.6	44.8	40.0	2.29	2.27	2.19	99.77	101.49	87.49
Asbestos.....	45.2	44.6	41.6	2.47	2.49	2.40	111.38	111.05	99.84
<b>MANUFACTURING</b> .....	39.9	41.5	38.8	2.17	2.16	2.08	86.70	89.66	80.65
Durable goods.....	40.4	42.2	39.3	2.33	2.35	2.23	94.27	98.93	87.77
Non-durable goods.....	39.3	40.8	38.2	2.00	1.96	1.92	78.51	79.89	73.36
Food and beverages.....	40.1	40.8	38.9	1.92	1.87	1.84	77.06	76.04	71.38
Meat products.....	41.2	41.4	40.1	2.14	2.12	2.05	88.27	87.79	82.35
Canned and cured fish.....	33.1	36.0	28.7	1.34	1.30	1.26	44.42	46.83	36.22
Canned and preserved fruits and vegetables.....	37.7	39.8	35.8	1.68	1.53	1.53	63.41	60.74	54.66
Grain mill products.....	42.4	41.8	40.0	2.08	2.06	1.96	87.94	85.98	78.52
Bread and other bakery products.....	40.9	41.0	40.6	1.84	1.82	1.76	75.15	74.59	71.60
Biscuits and crackers.....	36.0	39.0	34.4	1.70	1.68	1.63	61.44	65.68	56.03
Distilled liquors.....	42.4	42.8	40.6	2.51	2.49	2.41	106.58	106.68	97.71
Malt liquors.....	39.7	39.9	40.4	2.68	2.68	2.60	106.25	107.08	105.28
Confectionery.....	39.3	40.6	38.2	1.53	1.51	1.45	60.09	61.51	55.54
Tobacco and tobacco products.....	37.7	38.4	35.2	2.18	2.14	2.11	82.35	82.09	74.08
Rubber products.....	41.5	42.1	39.4	2.26	2.23	2.12	93.53	93.93	83.50
Rubber footwear.....	38.5	39.8	35.9	1.65	1.64	1.58	63.55	65.33	56.68
Other rubber products.....	42.4	43.0	40.5	2.43	2.43	2.28	102.76	104.48	92.18
Leather products.....	38.0	40.4	35.9	1.50	1.49	1.42	56.95	60.12	51.02
Boots and shoes (except rubber).....	38.0	40.1	35.3	1.46	1.46	1.38	55.47	58.41	48.76
Other leather products.....	37.9	41.0	37.0	1.58	1.55	1.50	59.86	63.41	55.45
Textile products (except clothing).....	40.7	42.6	39.0	1.66	1.66	1.59	67.34	70.83	62.23
Cotton yarn and broad woven goods.....	40.9	42.7	38.3	1.68	1.70	1.63	68.76	72.46	62.49
Woollen goods.....	41.4	43.4	39.4	1.50	1.51	1.44	61.97	65.59	56.61
Synthetic textiles and silk.....	41.0	42.0	39.9	1.81	1.80	1.73	74.32	75.61	68.81
Filament yarn and staple fibres.....	40.4	40.3	40.5	2.17	2.16	2.06	87.44	87.15	83.50
Spun yarn and fabrics.....	41.6	43.5	39.3	1.51	1.51	1.42	62.78	65.48	56.02
Clothing (textile and fur).....	35.2	38.4	34.4	1.41	1.40	1.34	49.47	53.73	45.96
Men's clothing.....	35.7	38.1	34.8	1.39	1.40	1.32	49.65	53.25	45.87
Women's clothing.....	32.4	35.8	31.2	1.51	1.47	1.43	48.88	52.78	44.70
Knit goods.....	37.8	42.3	37.9	1.33	1.32	1.26	50.37	56.08	47.93
*Wood products.....	39.9	41.7	37.9	1.93	1.92	1.83	76.89	80.19	69.54
Saw and planing mills.....	39.3	40.7	37.1	2.07	2.05	1.98	81.31	83.53	73.41
Plywood and veneer mills.....	38.7	40.2	36.9	2.09	2.08	1.97	80.93	83.48	72.53
Sash, door and planing mills.....	41.4	43.8	38.9	1.68	1.68	1.58	69.50	73.59	61.59
Sawmills.....	38.8	39.7	36.5	2.20	2.19	2.15	85.49	87.00	78.37
Furniture.....	41.1	43.9	39.6	1.72	1.74	1.63	70.83	76.27	64.44
Other wood products.....	40.0	42.4	38.6	1.62	1.63	1.52	64.62	69.16	58.80
Paper products.....	41.7	42.2	40.7	2.54	2.54	2.45	106.23	107.02	99.57
Pulp and paper mills.....	42.6	42.3	41.8	2.76	2.76	2.66	117.74	116.79	110.89
Other paper products.....	39.6	42.1	37.9	1.98	1.99	1.86	78.22	83.94	70.47
Paper boxes and bags.....	39.2	42.5	37.4	1.97	2.00	1.85	77.26	84.85	69.14
Printing, publishing and allied industries.....	37.9	39.4	37.6	2.60	2.62	2.49	98.56	103.50	93.52



**TABLE C-5—Hours and Earnings, Hourly-Rated Wage-Earners, by Industry—Concluded**

Industry	Average weekly hours			Average hourly earnings			Average weekly wages		
	Dec.	Nov.	Dec.	Dec.	Nov.	Dec.	Dec.	Nov.	Dec.
	1965	1965	1964	1965	1965	1964	1965	1965	1964
				\$	\$	\$	\$	\$	\$
*Iron and steel products.....	40.3	42.1	39.1	2.43	2.45	2.31	97.99	103.04	90.33
Agricultural implements.....	40.2	40.7	36.3	2.62	2.61	2.40	105.24	106.12	87.08
Boilers and plate work.....	39.1	44.5	38.4	2.29	2.35	2.17	89.51	104.75	83.10
Fabricated and structural steel.....	39.2	42.1	39.6	2.30	2.36	2.24	90.21	99.32	88.75
Hardware and tools.....	41.1	43.2	40.6	2.07	2.09	1.95	85.01	90.07	79.20
Heating and cooking appliances.....	39.6	41.4	38.2	2.06	2.11	1.97	81.41	87.39	75.22
Iron castings.....	40.9	43.0	38.3	2.37	2.40	2.24	96.84	103.23	85.91
Machinery, industrial.....	41.0	43.5	40.1	2.33	2.35	2.19	95.43	102.28	87.89
Primary iron and steel.....	40.5	40.6	39.8	2.85	2.86	2.70	115.52	116.20	107.69
Sheet metal products.....	39.5	41.5	37.9	2.28	2.30	2.17	90.16	95.52	82.38
Wire and wire products.....	39.3	41.7	38.6	2.27	2.30	2.22	89.22	95.96	85.84
*Transportation equipment.....	40.8	42.5	40.2	2.57	2.62	2.44	104.80	111.24	98.18
Aircraft and parts.....	40.2	42.7	39.7	2.49	2.54	2.33	99.89	108.58	92.23
Motor vehicles.....	42.1	44.2	42.0	2.82	2.89	2.66	118.76	128.03	111.49
Motor vehicle parts and accessories.....	41.3	43.0	40.5	2.54	2.57	2.50	105.01	110.37	101.47
Railroad and rolling stock equipment.....	40.0	39.8	40.2	2.40	2.44	2.28	95.95	97.26	91.77
Shipbuilding and repairing.....	38.7	41.1	36.8	2.48	2.50	2.35	95.84	102.77	86.54
*Non-ferrous metal products.....	41.0	41.9	40.5	2.41	2.40	2.40	98.73	100.45	97.37
Aluminum products.....	41.1	42.9	39.8	2.12	2.15	2.05	87.11	92.38	81.68
Brass and copper products.....	40.1	42.3	40.0	2.28	2.29	2.20	91.36	96.97	88.11
Smelting and refining.....	41.4	41.2	41.3	2.70	2.69	2.72	111.65	110.86	112.25
Other non-ferrous metal products.....	40.8	42.8	38.9	1.84	1.84	1.72	75.15	78.91	67.07
*Electrical apparatus and supplies.....	39.7	41.4	38.6	2.13	2.15	2.04	84.71	88.96	78.80
Heavy electrical machinery and equipment..	40.3	42.3	40.1	2.36	2.37	2.30	95.30	100.17	92.34
Telecommunication equipment.....	39.1	40.6	38.1	1.92	1.92	1.81	74.91	77.85	69.14
Batteries.....	41.5	42.4	39.8	2.09	2.08	1.99	86.71	88.16	79.21
Refrigerators, vacuum cleaners and appli- ances.....	39.8	39.2	34.9	2.28	2.24	2.14	90.62	87.79	74.69
Wire and cable.....	40.5	44.4	39.9	2.32	2.40	2.26	94.12	106.56	90.30
Miscellaneous electrical products.....	39.3	41.5	39.0	2.01	2.04	1.92	79.02	84.85	74.75
*Non-metallic mineral products.....	41.6	44.2	40.3	2.23	2.22	2.11	92.88	98.35	85.10
Clay products.....	42.1	42.4	39.8	2.01	2.00	1.91	84.76	85.01	75.97
Glass and glass products.....	41.4	42.0	41.3	2.25	2.22	2.10	93.13	93.11	86.83
Products of petroleum and coal.....	43.1	42.0	42.5	2.91	2.98	2.92	125.50	125.17	124.02
Petroleum refining and products.....	43.1	41.9	42.6	2.95	3.02	2.95	126.94	126.67	125.49
Chemical products.....	40.9	41.3	40.6	2.36	2.32	2.29	96.55	95.84	92.80
Medicinal and pharmaceutical preparations	39.6	40.0	39.4	1.82	1.83	1.77	72.20	73.22	69.67
Acids, alkalis and salts.....	40.6	42.1	41.0	2.79	2.73	2.65	113.54	114.85	108.76
Fertilizers.....	41.4	41.9	41.1	2.47	2.46	2.36	102.10	102.95	96.88
Paints and varnishes.....	41.2	41.5	40.7	2.12	2.14	2.07	87.36	88.94	84.27
Miscellaneous manufacturing industries.....	39.3	41.6	38.7	1.73	1.70	1.68	68.23	70.61	65.19
Professional and scientific equipment.....	40.0	41.2	39.5	1.98	1.97	1.96	79.20	81.12	77.27
CONSTRUCTION.....	36.4	41.8	33.7	2.54	2.55	2.29	92.54	106.60	77.27
Building and general engineering.....	35.4	41.6	32.1	2.76	2.77	2.51	97.48	115.30	80.65
Building.....	34.7	40.6	31.4	2.76	2.76	2.54	95.76	112.03	79.56
General engineering.....	39.0	46.5	36.6	2.74	2.84	2.40	106.89	132.14	87.70
Highways, bridges and streets.....	38.9	42.3	37.1	2.05	2.04	1.89	79.89	86.11	70.05
ELECTRIC AND MOTOR TRANSPORTATION	43.4	44.6	43.3	2.22	2.22	2.12	96.33	98.93	91.64
SERVICE.....	36.1	36.2	36.1	1.34	1.34	1.24	48.52	48.57	44.80
Hotels and restaurants.....	35.6	35.6	35.7	1.27	1.26	1.20	45.11	44.86	42.92
Laundries and dry cleaning plants.....	38.3	39.0	38.9	1.25	1.26	1.17	47.91	48.93	45.67

\*Durable manufactured goods industries. Latest figures subject to revision.

SOURCE: *Man-Hours and Hourly Earnings*, DBS.

**TABLE C-6—Earnings and Hours of Hourly-Rated Wage-Earners in Manufacturing**

Period	Hours Worked Per Week	Average Hourly Earnings	Average Weekly Wages	Index Number of Average Weekly Wages (1949=100)	
				Current Dollars	1949 Dollars
		\$	\$		
1960.....	41.7	2.09	87.26	172.4	134.5
1961.....	41.8	2.13	89.08	177.9	137.7
1962.....	41.7	2.18	91.22	183.4	140.1
1963.....	42.0	2.24	94.12	190.2	142.8
1964.....	42.2	2.31	97.61	198.6	146.5
Last Pay Period in:					
1964—December.....	39.9	2.37	94.59	193.2	141.1
1965—January.....	42.8	2.36	101.06	204.5	149.0
February.....	42.3	2.40	101.54	202.4	147.4
March.....	43.1	2.39	103.03	208.6	151.5
April.....	42.2	2.39	100.97	208.3	151.0
May.....	41.9	2.40	100.30	207.5	149.3
June.....	43.0	2.41	103.51	208.2	149.2
July.....	41.9	2.43	101.73	204.5	146.7
August.....	42.2	2.42	102.17	206.1	148.2
September.....	41.9	2.45	102.69	210.5	151.1
October.....	43.3	2.48	107.65	214.1	152.7
November*.....	43.1	2.49	107.51	214.8	152.6
December†.....	41.9	2.51	104.95	207.8	147.2

NOTE: The index of average weekly wages in 1949 dollars is computed by dividing the index of average weekly wages in current dollars by the Consumer Price Index. For a more complete statement of uses and limitations of the adjusted figures see *Man-Hours and Hourly Earnings*.

\*Revised.

†Preliminary.

SOURCE: *Man-Hours and Hourly Earnings*, DBS.



## D—National Employment Service Statistics

Statistics presented in the following tables relate to registrations for employment and vacancies notified by employers at NES offices. These data are derived from reports prepared

in National Employment Service offices and processed in the Unemployment Insurance and Pensions Section DBS. See also Technical Note, page 67, Jan.-Feb. issue.

**TABLE D-1—Unfilled Vacancies and Registrations on Hand**

Period	Unfilled Vacancies†			Registrations on Hand		
	Male	Female	Total	Male	Female	Total
End of:						
March 1961.....	9,927	11,387	21,314	683,034	180,982	864,016
March 1962.....	15,184	15,359	30,543	579,641	158,342	737,983
March 1963.....	16,085	16,459	32,544	584,889	158,307	743,196
March 1964.....	23,470	18,805	42,275	511,312	149,296	660,608
March 1965.....	27,436	19,898	47,334	447,673	149,274	596,947
April 1965.....	35,094	24,548	59,642	397,193	142,760	539,953
May 1965.....	38,765	26,560	65,325	277,216	124,123	401,339
June 1965.....	36,285	24,739	61,024	238,646	144,684	383,330
July 1965.....	36,995	23,608	60,603	207,721	132,254	339,975
August 1965.....	40,318	30,236	70,554	173,158	111,601	284,759
September 1965.....	43,058	28,809	71,867	144,812	100,407	245,219
October 1965.....	38,929	23,901	62,830	155,644	104,993	260,637
November 1965.....	48,183	27,246	75,429	218,819	118,073	336,892
December 1965.....	30,037	20,866	50,903	316,440	125,750	442,190
January 1966.....	26,286	17,524	43,810	404,298	147,105	551,403
February 1966*.....	26,192	18,699	44,891	414,592	149,214	563,806
March 1966*.....	31,242	22,574	53,816	404,530	144,067	548,597

\*Latest figures subject to revision. †Current vacancies only. Deferred vacancies are excluded.

**TABLE D-2—Registrations Received, Vacancies Notified and Placements Effected from 1962-1965 and from February 1965—February 1966**

Year and month	Registrations received		Vacancies notified		Placements effected	
	Male	Female	Male	Female	Male	Female
1962—Year.....	3,177,423	1,171,111	1,010,365	544,795	897,285	438,471
1963—Year.....	2,912,511	1,130,539	938,052	507,910	790,381	387,728
1964—Year.....	2,894,099	1,170,889	1,030,199	530,575	845,696	395,380
1965—Year.....	2,741,172	1,165,713	1,088,752	545,951	865,445	392,277
1965—February.....	207,415	79,029	62,727	32,744	49,152	22,308
1965 March.....	236,435	87,317	81,598	41,971	62,519	27,678
April.....	212,743	84,512	89,202	42,378	67,731	26,976
May.....	191,819	86,629	103,280	47,189	81,804	32,057
June.....	227,386	112,387	96,397	48,555	79,344	34,544
July.....	213,029	105,862	91,126	48,495	73,347	38,034
August.....	203,613	98,611	102,786	60,863	78,643	42,910
September.....	204,572	102,142	116,261	55,870	90,690	41,419
October.....	192,182	92,918	92,067	39,869	73,120	29,113
November.....	276,347	113,148	116,125	47,977	84,320	31,113
December.....	303,524	102,536	72,004	45,614	70,786	42,187
1966 January.....	287,740†	98,603	72,912	34,959	60,237	26,037
February*.....	202,400	80,555	63,000	33,825	47,675	22,350

\*Preliminary. †Revised. SOURCE: National Employment Service.

**TABLE D-3—Placements Effected, by Industry and by Sex, in February 1966\***

<i>Industry group</i>	<i>Male</i>	<i>Female</i>	<i>Total</i>	<i>Change from February 1965</i>
AGRICULTURE, FISHING, TRAPPING .....	554	43	597	— 56
FORESTRY.....	971	29	1,000	— 313
MINING, QUARRYING AND OIL WELLS.....	1,107	66	1,173	+ 328
Metal mining.....	644	20	664	+ 170
Fuels.....	256	35	291	+ 122
Non-metal mining.....	66	1	67	+ 8
Quarrying, clay and sand pits.....	24	3	27	— 9
Prospecting.....	117	7	124	+ 37
MANUFACTURING.....	13,836	6,596	20,432	+1,069
Foods and beverages.....	1,128	862	1,990	+ 57
Tobacco and tobacco products.....	32	9	41	— 8
Rubber products.....	243	64	307	+ 129
Leather products.....	282	316	598	+ 84
Textile products (except clothing).....	706	388	1,094	+ 117
Clothing (textile and fur).....	425	1,767	2,192	— 11
Wood products.....	2,033	219	2,252	+ 210
Paper products.....	1,000	213	1,213	+ 145
Printing, publishing and allied industries.....	542	472	1,014	— 48
Iron and steel products.....	2,985	460	3,445	+ 710
Transportation equipment.....	1,819	303	2,122	— 506
Non-ferrous metal products.....	471	158	629	— 16
Electrical apparatus and supplies.....	621	540	1,161	+ 291
Non-metallic mineral products.....	368	164	532	— 7
Products of petroleum and coal.....	32	14	46	— 55
Chemical products.....	616	220	836	— 47
Miscellaneous manufacturing industries.....	533	427	960	+ 24
CONSTRUCTION.....	8,267	191	8,458	+ 799
General contractors.....	5,722	106	5,828	+ 647
Special trade contractors.....	2,545	85	2,630	+ 152
TRANSPORTATION, STORAGE AND COMMUNICATION.....	4,055	303	4,358	—1,895
Transportation.....	3,597	124	3,721	—1,934
Storage.....	337	32	369	+ 1
Communication.....	121	147	268	+ 38
PUBLIC UTILITY OPERATION.....	174	48	222	+ 31
TRADE.....	7,527	3,586	11,113	+ 530
Wholesale.....	3,245	1,150	4,395	+ 331
Retail.....	4,282	2,436	6,718	+ 199
FINANCE, INSURANCE AND REAL ESTATE.....	488	978	1,466	— 232
SERVICE.....	10,696	10,510	21,206	—1,696
Community or public service.....	997	1,438	2,435	+ 485
Government service.....	4,847	919	5,766	— 914
Recreation service.....	267	164	431	+ 6
Business service.....	1,009	634	1,643	— 89
Personal service.....	3,576	7,355	10,931	—1,184
GRAND TOTAL.....	47,675	22,350	70,025	—1,435

\*Preliminary. SOURCE: National Employment Service.



**TABLE D-4—Registrations on Hand, by Occupation and by Sex, in February 1966\***

Occupational group	Registrations on hand		
	Male	Female	Total
Professional & managerial workers.....	7,832	2,185	10,017
Clerical workers.....	19,006	46,173	65,179
Sales workers.....	7,749	18,345	26,094
Personal & domestic service workers.....	41,190	30,980	72,170
Seamen.....	4,123	112	4,235
Agriculture, fishing, forestry (ex. log.).....	8,884	934	9,818
Skilled and semi-skilled workers.....	175,439	18,050	193,489
Food and kindred products (incl. tobacco).....	1,498	557	2,055
Textiles, clothing, etc.....	2,156	10,665	12,821
Lumber and lumber products.....	21,538	120	21,658
Pulp, paper (incl. printing).....	1,173	455	1,628
Leather and leather products.....	874	834	1,708
Stone, clay & glass products.....	558	43	601
Metalworking.....	10,585	923	11,508
Electrical.....	1,790	1,052	2,842
Transportation equipment.....	687	79	766
Mining.....	1,239	—	1,239
Construction.....	57,455	5	57,460
Transportation (except seamen).....	35,145	118	35,263
Communications & public utility.....	714	1	715
Trade and service.....	4,848	1,952	6,800
Other skilled and semi-skilled.....	23,256	920	24,176
Foremen.....	4,686	313	4,999
Apprentices.....	7,237	13	7,250
Unskilled workers.....	150,369	32,435	182,804
Food and tobacco.....	6,717	10,581	17,298
Lumber & lumber products.....	16,198	474	16,672
Metalworking.....	4,243	773	5,016
Construction.....	81,669	4	81,673
Other unskilled workers.....	41,542	20,603	62,145
GRAND TOTAL.....	414,592	149,214	563,806

\*Preliminary. SOURCE: National Employment Service.

**TABLE D-5—Registrations on Hand, by Local Office Areas, at February 28, 1966**

Registrations on Hand			Registrations on Hand			Registrations on Hand		
Office	*	Previous Year	Office	*	Previous Year	Office	*	Previous Year
	Feb. 28, 1966	Feb. 26, 1965		Feb. 28, 1966	Feb. 26, 1965		Feb. 28, 1966	Feb. 26, 1965
NEWFOUNDLAND.....	26,045	27,559	Liverpool.....	569	672	Saint John.....	2,574	3,158
Corner Brook.....	5,113	5,402	New Glasgow.....	3,128	3,387	St. Stephen.....	1,593	1,285
Grand Falls.....	2,783	3,062	Springhill.....	901	800	Sussex.....	620	565
St. John's.....	18,149	19,095	Sydney.....	4,355	4,484	Woodstock.....	1,473	1,485
			Sydney Mines.....	1,697	1,692			
PRINCE EDWARD			Truro.....	2,096	1,651	QUEBEC.....	183,603	194,386
ISLAND.....	5,115	5,429	Yarmouth.....	3,337	3,311	Alma.....	1,922	2,095
Charlottetown.....	3,357	3,704				Asbestos.....	745	868
Summerside.....	1,758	1,725	NEW BRUNSWICK.....	31,327	32,453	Baie Comeau.....	1,584	1,470
			Bathurst.....	5,896	6,566	Beauharnois.....	1,014	1,229
NOVA SCOTIA.....	28,257	29,728	Campbellton.....	2,787	3,079	Buckingham.....	1,088	1,203
Amherst.....	1,032	1,124	Edmundston.....	2,395	2,540	Causapscal.....	2,420	2,493
Bridgewater.....	1,679	1,788	Fredericton.....	1,909	1,759	Chandler.....	2,595	2,608
Halifax.....	5,445	6,368	Minto.....	346	350	Chicoutimi.....	2,315	2,553
Inverness.....	1,058	1,150	Moncton†.....	8,247	8,311	Cowansville.....	557	571
Kentville.....	2,960	3,301	Newcastle.....	3,487	3,355	Dolbeau.....	1,819	1,238

**TABLE D-5—Registrations on Hand, by Local Office Areas, at February 28, 1966—Concluded**

<i>Registrations on Hand</i>			<i>Registrations on Hand</i>			<i>Registrations on Hand</i>		
<i>Office</i>	<i>* Feb. 28, 1966</i>	<i>Previous Year Feb. 26, 1965</i>	<i>Office</i>	<i>* Feb. 28, 1966</i>	<i>Previous Year Feb. 26, 1965</i>	<i>Office</i>	<i>* Feb. 28, 1966</i>	<i>Previous Year Feb. 26, 1965</i>
Drummondville.....	2,929	2,786	Fort Erie.....	711	700	MANITOBA.....	23,023	26,865
Farnham.....	663	645	Fort Frances.....	695	825	Brandon.....	2,272	2,560
Forestville.....	1,362	1,129	Fort William.....	1,942	2,528	Dauphin.....	1,445	1,537
Gaspé.....	2,234	1,886	Galt.....	886	1,151	Flin Flon.....	196	217
Granby.....	2,300	2,278	Gananoque.....	363	361	Portage la Prairie.....	1,113	1,390
Hull.....	5,313	5,156	Goderich.....	510	592	The Pas.....	374	496
Joliette.....	3,648	4,504	Guelph.....	1,433	1,212	Winnipeg.....	17,623	20,665
Jonquière.....	2,517	2,807	Hamilton.....	11,510	11,445	SASKATCHEWAN.....	19,083	21,764
Lachute.....	739	940	Hawkesbury.....	1,129	1,084	Estevan.....	286	515
Lac-Mégantic.....	1,435	1,550	Kapuskasing.....	675	468	Lloydminster.....	462	524
La Malbaie.....	2,800	2,883	Kenora.....	1,134	1,269	Moose Jaw.....	1,383	1,653
La Tuque.....	876	812	Kingston.....	2,271	2,188	North Battleford.....	1,319	1,473
Lévis.....	4,134	4,746	Kirkland Lake.....	817	805	Prince Albert.....	2,374	2,710
Louiseville.....	1,291	1,402	Kitchener.....	2,035	2,296	Regina.....	4,935	5,504
Magog.....	837	966	Leamington.....	917	786	Saskatoon.....	4,578	5,109
Maniwaki.....	1,010	1,067	Lindsay.....	662	731	Swift Current.....	1,017	1,152
Matane.....	3,251	3,002	Listowel.....	252	384	Weyburn.....	354	501
Mont-Laurier.....	1,040	1,243	London.....	4,771	5,035	Yorkton.....	2,375	2,623
Montmagny.....	2,244	2,523	Long Branch.....	3,308	3,529	ALBERTA.....	27,675	32,848
Montréal.....	52,065	57,266	Midland.....	1,348	1,495	Blairmore.....	323	545
New Richmond.....	2,136	2,258	Napanee.....	729	740	Calgary.....	8,744	10,400
Port Alfred.....	1,236	1,383	New Liskcard.....	430	417	Drumheller.....	507	596
Québec.....	15,862	15,848	Newmarket.....	1,312	1,478	Edmonton.....	11,900	14,112
Rimouski.....	4,214	4,177	Niagara Falls.....	2,607	2,544	Edson.....	263	284
Rivière-du-Loup.....	5,859	5,458	North Bay.....	1,686	1,780	Grande Prairie.....	676	820
Roberval.....	1,912	1,611	Oakville.....	876	720	Lethbridge.....	2,675	3,023
Rouyn.....	1,858	1,751	Orillia.....	1,025	1,201	Medicine Hat.....	1,248	1,476
Ste. Agathe des Monts..	1,144	1,397	Oshawa.....	4,202	4,992	Red Deer.....	1,339	1,592
Ste. Anne de Bellevue...	1,164	1,512	Ottawa.....	6,972	7,280	BRITISH COLUMBIA...	60,108	65,857
Ste. Thérèse.....	2,329	2,483	Owen Sound.....	1,590	1,824	Abbotsford.....	1,111	1,304
St. Hyacinthe.....	2,234	2,384	Parry Sound.....	506	558	Chilliwack.....	2,039	2,163
St. Jean.....	2,308	2,610	Pembroke.....	1,504	1,803	Courtenay.....	1,036	1,359
St. Jérôme.....	1,977	2,097	Perth.....	647	691	Cranbrook.....	1,068	1,121
Sept-Îles.....	1,981	2,297	Peterborough.....	2,999	2,942	Dawson Creek.....	1,122	1,363
Shawinigan.....	4,067	4,706	Pictou.....	545	648	Duncan.....	609	858
Sherbrooke.....	6,029	6,331	Port Arthur.....	2,776	3,115	Kamloops.....	2,251	2,208
Sorel.....	2,159	2,199	Port Colborne.....	688	729	Kelowna.....	1,883	2,152
Thetford Mines.....	2,204	2,089	Prescott.....	798	971	Nanaimo.....	901	1,125
Trois-Rivières.....	5,252	5,609	Renfrew.....	456	529	Nelson.....	858	901
Val-d'Or.....	1,529	1,333	St. Catharines.....	3,890	3,526	New Westminster.....	7,977	8,926
Valleyfield.....	1,990	2,825	St. Thomas.....	786	1,117	Penticton.....	2,068	2,558
Victoriaville.....	2,159	2,505	Sarnia.....	2,171	2,489	Port Alberni.....	734	793
Ville St. Georges.....	3,253	3,604	Sault Ste. Marie.....	2,686	3,002	Prince George.....	1,843	1,757
ONTARIO.....	159,570	170,092	Simcoe.....	1,051	1,283	Prince Rupert.....	1,606	1,715
Arnprior.....	300	440	Smiths Falls.....	586	543	Quesnel.....	734	839
Barrie.....	1,594	1,575	Stratford.....	590	817	Trail.....	766	998
Belleville.....	1,940	1,996	Sturgeon Falls.....	739	784	Vancouver.....	24,546	26,991
Bracebridge.....	1,188	1,398	Sudbury.....	3,246	3,670	Vernon.....	2,070	2,048
Brampton.....	1,852	1,609	Tillsonburg.....	397	473	Victoria.....	4,461	4,154
Brantford.....	2,303	2,128	Timmins.....	1,550	1,867	Whitehorse.....	425	524
Brockville.....	654	755	Toronto.....	41,772	44,342	CANADA.....	563,806	606,981
Carleton Place.....	409	494	Trenton.....	897	911	Males.....	414,592	453,555
Chatham.....	1,872	2,072	Walkerton.....	653	879	Females.....	149,214	153,426
Cobourg.....	748	908	Wallaceburg.....	624	662			
Collingwood.....	971	1,031	Welland.....	1,749	2,094			
Cornwall.....	2,741	2,936	Weston.....	3,548	3,698			
Elliott Lake.....	342	450	Windsor.....	5,372	5,510			
			Woodstock.....	632	787			

\*Preliminary. †Includes registrations reported by the Îles-de-la-Madeleine, Que. local office.



## E-Unemployment Insurance

Unemployment insurance statistics are concerned with numbers of persons covered by insurance and claimants for benefit at Unemployment Insurance Commission local offices. The data are compiled in the Unemployment Insurance Section, DBS, from information supplied by the UIC. The

source for Tables E-1 to E-4 is "The Statistical Report on the Operation of the Unemployment Insurance Act." For further information regarding the nature of the data see Technical Note, page 48, Jan.-Feb. issue.

**TABLE E-1—Estimates of the Insured Population under the Unemployment Insurance Act**

<i>End of</i>	<i>Total</i>	<i>Employed</i>	<i>Claimants</i>
1965—December .....	4,951,000	4,533,000	418,000
November .....	4,754,000	4,509,400	244,600
October .....	4,680,000	4,509,600	170,400
September .....	4,678,000	4,520,700	157,300
August .....	4,696,000	4,523,500	172,500
July .....	4,650,000	4,465,600	184,400
June .....	4,601,000	4,420,300	180,700
May .....	4,514,000	4,284,500	229,500
April .....	4,594,000	4,131,100	462,900
March .....	4,626,000	4,087,000	539,000
February .....	4,605,000	4,045,800	559,200
January .....	4,592,000	4,044,200	547,800
1964—December .....	4,582,000	4,103,800	478,200

**TABLE E-4—Benefit Payments, by Province, January 1966**

<i>Province</i>	<i>Weeks Paid*</i>	<i>Amount of Benefit Paid</i>
		\$
Newfoundland.....	125,055	3,095,658
Prince Edward Island.....	19,827	468,860
Nova Scotia.....	88,699	2,109,639
New Brunswick.....	87,257	2,040,656
Quebec.....	430,490	10,611,950
Ontario.....	338,920	8,357,903
Manitoba.....	75,824	1,902,831
Saskatchewan.....	46,418	1,162,274
Alberta.....	59,075	1,495,682
British Columbia (including Yukon Territory).....	173,101	4,664,696
Total, Canada, January 1966.....	1,444,666	35,910,149
Total, Canada, December 1965.....	865,852	21,183,762
Total, Canada, January 1965.....	1,592,516	39,845,936

\*"Weeks paid" represents the total of complete and partial weeks of benefit paid during the month.

**TABLE E-3—Initial and Renewal Claims for Benefit, by Province, January 1966**

<i>Province</i>	<i>Claims filed at Local Offices</i>			<i>Disposal of Claims and Claims Pending at End of Month</i>			
	<i>Total*</i>	<i>Initial</i>	<i>Renewal</i>	<i>Total Disposed of†</i>	<i>Entitled to Benefit</i>	<i>Not Entitled to Benefit</i>	<i>Pending</i>
Newfoundland.....	10,006	8,795	1,211	13,448	10,678	2,770	2,593
Prince Edward Island.....	1,958	1,685	273	2,586	2,159	427	437
Nova Scotia.....	13,163	10,995	2,168	16,602	14,332	2,270	2,908
New Brunswick.....	11,031	9,198	1,833	13,958	11,473	2,485	2,809
Quebec.....	65,243	50,214	15,029	77,579	59,400	18,179	23,249
Ontario.....	65,042	51,803	13,239	65,936	51,115	14,821	25,087
Manitoba.....	9,037	7,443	1,594	9,037	7,287	1,750	2,631
Saskatchewan.....	7,507	6,385	1,122	7,986	6,569	1,417	2,639
Alberta.....	11,944	9,809	2,135	11,922	9,764	2,158	3,355
British Columbia (incl. Yukon Territory).....	30,091	24,199	5,892	34,417	28,988	5,429	7,818
Total, Canada, January 1966.....	225,022	180,526	44,496	253,471	201,765	51,706	73,526
Total, Canada, December 1965.....	262,174	204,755	57,419	225,456	182,177	43,279	101,975
Total, Canada, January 1965.....	230,167	181,035	49,132	280,230	228,790	51,440	78,019

\*In addition, revised claims received numbered 44,162. †In addition, 40,024 revised claims were disposed of. Of these, 3,967 were special requests not granted and 1,624 appeals by claimants. There were 12,813 revised claims pending at the end of the month.

SOURCE: *Statistical Report on the Operation of the Unemployment Insurance Act*, DBS

**TABLE E-2—Claimants Currently Reporting to Local Offices by Number of Weeks on Claim, Province and Sex, at January 31, 1966**

Province and Sex	Total Claimants	Number of weeks on claim (based on 20 per cent sample)				Total Claimants	
		1-4	5-13	14-26	27 or more*	Dec. 31 1965	Jan. 29 1965
CANADA.....	511,768	255,687	195,116	40,589	20,376	417,970	547,842
Male.....	386,634	203,594	151,767	21,211	10,062	304,996	419,881
Female.....	125,134	52,093	43,349	19,378	10,314	112,974	127,961
Newfoundland.....	34,499	13,334	19,401	1,414	350	26,540	33,842
Male.....	32,476	12,588	18,615	1,048	225	24,824	31,812
Female.....	2,023	746	786	366	125	1,716	2,030
Prince Edward Island.....	6,601	2,686	3,691	182	42	5,132	6,740
Male.....	5,384	2,269	3,006	92	17	4,135	5,515
Female.....	1,217	417	685	90	25	997	1,225
Nova Scotia.....	32,887	16,611	12,678	2,166	1,432	25,224	33,831
Male.....	27,589	14,495	10,720	1,448	926	21,046	28,753
Female.....	5,298	2,116	1,958	718	506	4,178	5,078
New Brunswick.....	32,245	14,176	15,259	1,905	905	25,827	33,785
Male.....	25,743	11,832	12,343	976	592	20,188	27,322
Female.....	6,502	2,344	2,916	929	313	5,639	6,463
Quebec.....	151,625	77,571	54,571	13,366	6,117	132,668	164,245
Male.....	117,696	64,341	42,731	7,670	2,954	97,899	130,526
Female.....	33,929	13,230	11,840	5,696	3,163	34,769	33,719
Ontario.....	135,301	71,177	44,079	12,517	7,528	106,985	137,803
Male.....	88,916	51,087	28,662	5,592	3,575	66,629	91,106
Female.....	46,385	20,090	15,417	6,925	3,953	40,356	46,697
Manitoba.....	20,626	10,147	8,346	1,448	685	17,095	26,544
Male.....	15,722	7,710	6,875	727	410	12,208	19,771
Female.....	4,904	2,437	1,471	721	275	4,887	6,773
Saskatchewan.....	17,369	8,430	7,406	1,141	392	12,573	19,275
Male.....	13,425	6,763	6,057	456	149	9,537	15,619
Female.....	3,944	1,667	1,349	685	243	3,036	3,656
Alberta.....	23,172	12,043	8,771	1,589	769	17,355	27,506
Male.....	17,381	9,279	6,998	736	368	12,757	21,247
Female.....	5,791	2,764	1,773	853	401	4,598	6,259
British Columbia.....	57,443	29,512	20,914	4,861	2,156	48,571	64,271
Male.....	42,302	23,230	15,760	2,466	846	35,773	48,210
Female.....	15,141	6,282	5,154	2,395	1,310	12,798	16,061

\*The bulk of the cases in this group were on claim from 27-39 weeks.

NOTE: Values less than 50 subject to relatively large sampling variability.



## F—Prices

**TABLE F-1—Total and Main Components of the Consumer Price Index**

	<i>Total</i>	<i>Food</i>	<i>Housing</i>	<i>Clothing</i>	<i>Trans- portation</i>	<i>Health and Personal Care</i>	<i>Recreation and Reading</i>	<i>Tobacco and Alcohol</i>
(1949 = 100)								
1960—Year.....	129.0	122.2	132.7	110.9	140.3	154.5	144.3	115.8
1961—Year.....	129.2	124.0	133.2	112.5	140.6	155.3	146.1	116.3
1962—Year.....	130.7	126.2	134.8	113.5	140.4	158.3	147.3	117.8
1963—Year.....	133.0	130.3	136.2	116.3	140.4	162.4	149.3	118.1
1964—Year.....	135.4	132.4	138.4	119.2	142.0	167.8*	151.8	120.2
1965—March.....	137.3	133.3	140.2	120.4	145.6	173.5*	153.4	121.9
April.....	137.7	133.4	140.3	121.2	145.9	175.0*	153.5	121.9
May.....	138.0	134.5	140.0	121.0	146.8	175.6	154.6	122.5
June.....	139.0	137.6	140.6	121.1	147.0	175.4	155.0	122.5
July.....	139.5	139.0	141.1	121.1	147.0	175.4	154.6	122.5
August.....	139.4	137.8	141.2	120.7	147.9	175.8	154.6	122.6
September.....	139.1	136.4	141.5	121.4	148.7	176.0	154.0	122.6
October.....	139.3	135.7	141.6	123.2	148.7	177.0	154.2	122.6
November.....	140.2	138.2	142.0	123.7	148.7	177.9	155.0	122.3
December.....	140.8	139.6	142.4	123.8	148.8	177.9	155.4	122.3
1966—January.....	141.2	140.6	142.9	122.7	149.1	178.1	155.4	123.1
February.....	142.1	142.5	143.1	123.3	150.0	178.1	156.4	123.4
March.....	142.4	143.4	143.3	124.2	150.0	178.1	156.6	123.4

NOTE: 1960 figures are 1947-48 weighted; figures for 1961 *et seq* are 1957 weighted.

\*Revised. Revision based on an adjustment from October 1964 in the prepaid medical care component, resulting from revised weights for group and non-group rates in Quebec and Ontario.

Calculated by the Dominion Bureau of Statistics.

**TABLE F-2—Consumer Price Indexes for Regional Cities of Canada at the Beginning of February 1966**

	<i>All Items</i>			<i>Food</i>	<i>Housing</i>	<i>Clothing</i>	<i>Trans- portation</i>	<i>Health and Personal Care</i>	<i>Recreation and Reading</i>	<i>Tobacco and Alcohol</i>
	<i>February 1965</i>	<i>January 1966</i>	<i>February 1966</i>							
	<i>(1949 = 100)</i>									
St. John's, Nfld.*.....	122.5	124.1	124.4	123.0	116.5	117.1	121.9	167.3	149.8	116.1
Halifax.....	133.0	135.5	136.0	134.8	134.9	132.4	139.3	173.7	174.3	126.5
Saint John.....	135.6	137.8	138.7	137.4	135.3	132.2	147.7	194.8	158.8	126.6
Montreal.....	136.4	140.1	141.2	149.3	137.3	115.3	167.6	184.1	159.3	127.9
Ottawa.....	137.2	140.6	141.5	144.6	138.3	126.2	163.3	186.8	150.5	128.7
Toronto.....	138.6	143.1	143.8	142.7	143.3	130.8	149.4	177.5	192.2	125.7
Winnipeg.....	134.4	137.3	138.1	140.4	131.0	130.2	141.3	191.1	145.5	138.5
Saskatoon-Regina.....	130.8	133.3	134.0	137.0	129.1	135.0	137.2	155.6	153.6	125.3
Edmonton-Calgary.....	129.0	131.9	132.5	131.2	128.6	132.9	135.9	179.0	146.4	120.9
Vancouver.....	134.3	136.6	137.5	139.0	135.1	126.1	152.3	159.1	157.0	123.5

\*St. John's index on the base June 1951 = 100.

NOTE: Indexes above measure percentage changes in prices over time in each city and should not be used to compare actual levels of prices as between cities.

# G—Strikes and Lockouts

Statistical information on work stoppages in Canada is compiled by the Economics and Research Branch of the Department of Labour on the basis of reports from the National Employment Service. The first three tables in this section cover strikes and lockouts which amount to ten or more man-days. The number of workers involved in-

cludes all workers reported on strike or locked out, whether or not they all belonged to the union directly involved in the disputes leading to the work stoppages. Workers indirectly affected, such as those laid off as a result of a work stoppage, are not included. For further notes on the series, see page 74, Jan.-Feb. issue.

TABLE G-1—Strikes and Lockouts, 1961-1966

Month or Year	Strikes and Lockouts Beginning During Month or Year	Strikes and Lockouts in Existence During Month or Year			
		Strikes and Lockouts	Workers involved	Duration in Man-Days	
				Man-Days	Per Cent of Estimated Working Time
1961.....	272	287	97,959	1,335,080	0.11
1962.....	290	311	74,332	1,417,900	0.11
1963.....	318	332	83,428	917,410	0.07
1964.....	327	343	100,535	1,580,550	0.11
*1965.....	452	476	171,858	2,323,750	0.17
*1965 January.....	24	47	29,768	220,380	0.21
February.....	24	50	29,596	294,100	0.27
March.....	31	55	14,262	115,260	0.09
April.....	36	66	11,612	121,510	0.11
May.....	28	56	17,018	155,490	0.14
June.....	85	109	43,310	275,530	0.22
July.....	52	99	33,691	326,070	0.26
August.....	37	83	27,196	243,550	0.20
September.....	46	92	21,012	216,080	0.18
October.....	39	87	16,080	161,560	0.15
November.....	29	78	11,387	107,760	0.08
December.....	21	58	9,185	86,460	0.07
*1966—January.....	32	66	15,878	139,450	0.12
February.....	33	76	18,403	237,920	0.21

\*Preliminary.

TABLE G-2—Strikes and Lockouts, February 1966, by Industry\*

Industry	Strikes and Lockouts	Workers Involved	Man-Days
Forestry.....	—	—	—
Mines.....	10	1,901	13,990
Manufacturing.....	38	5,742	59,060
Construction.....	11	1,518	11,800
Transportation and utilities.....	5	7,304	142,510
Trade.....	5	105	1,910
Finance.....	—	—	—
Service.....	5	1,273	7,420
Public administration.....	2	560	1,230
All industries.....	76	18,403	237,920

\* Preliminary.

TABLE G-3—Strikes and Lockouts, February 1966, by Jurisdiction\*

Jurisdiction	Strikes and Lockouts	Workers Involved	Man-Days
Newfoundland.....	—	—	—
Prince Edward Island.....	—	—	—
Nova Scotia.....	2	752	1,060
New Brunswick.....	4	536	1,610
Quebec.....	21	5,368	43,210
Ontario.....	34	5,566	75,100
Manitoba.....	1	12	50
Saskatchewan.....	1	108	2,220
Alberta.....	2	214	2,180
British Columbia.....	8	345	5,000
Federal.....	3	5,502	107,490
All jurisdictions.....	76	18,403	237,920

\* Preliminary.



**TABLE G-4—Strikes and Lockouts Involving 100 or More Workers, February 1966\***

Industry, Employer Location	Union	Workers Involved	Duration in Man-Days		Starting Date — Termination Date		Major Issues — Result
			February	Accu- mulated			
MINES							
Metal							
Craigmont Mines Ltd., Merritt, B.C.	Steelworkers Loc. 6523 (AFL-CIO/CLC)	130	3,440	22,790	Oct. 1 —	Wages, hours—	
Brunswick Mining & Smelting Corp. Ltd., Bathurst, N.B.	Steelworkers Loc. 5385 (AFL-CIO/CLC)	432	1,010	1,090	Jan. 31 Feb. 3	Dismissal of one employee for cause, travel allowance—Em- ployee reinstated, return of workers.	
Wabush Mines Ltd., Pointe Noire, Que.	Steelworkers Loc. 6254 (AFL-CIO/CLC)	500	500	500	Feb. 2 Feb. 3	Suspension of one employee for failing to comply with company regulation—Return of workers pending further negotiations.	
Caland Ore Company Limited, Atikokan, Ont.	Steelworkers Loc. 5855 (AFL-CIO/CLC)	281	2,350	2,350	Feb. 16 —	Wages, compulsory overtime, vacations, seniority—	
Anglo-American Molybdenite Corporation, Preissac, Que.	Steelworkers Loc. 6733 (AFL-CIO/CLC)	123	120	120	Feb. 28 Feb. 28	Wages, hours, bonus, security, days-off, holidays—52¢ an hr. increase over a 3-yr. period; reduction in hours from 44-40; check-off provisions; 6 days off after 1st.-yr., 7-2nd.-yr., 8-3rd.- yr.; 2 weeks vacation after 3 years	
Non-metal							
Canadian Rock Salt Co. Ltd., Ojibway, Ont.	Auto Workers Loc. 195 (AFL-CIO/CLC)	177	3,700	4,660	Jan. 25 —	Wages—	
Incidental Services							
Granduc Mines Ltd., Stewart, B.C.	Various unions	115	690	3,380	Jan. 5 Feb. 8	Wages—up to 78¢ an hr. increase over a 3-yr. agreement; improve- ments in holiday allowances, overtime, statutory holidays, health and welfare, other benefits.	
MANUFACTURING							
Food and Beverages							
Coca-Cola Canada Ltd., Various locations, Quebec.	Brewery Workers Locs. 239 & 327 (AFL-CIO/CLC)	827	16,540	88,480	Sept. 28 —	Wages—	
Rubber							
Dominion Rubber Co., St-Jérôme, Que.	Rubber Workers Loc. 642 (AFL-CIO/CLC)	1,150	3,450	3,450	Feb. 24 —	Job assignment reducing pro- duction bonus—	
Leather							
Acton Shoe Company Ltd., Acton Vale, Que.	United Textile Workers, Loc. 1654 (AFL-CIO/CLC)	258	2,070	2,070	Feb. 17 —	Wages, hours—	

\*Preliminary.

**TABLE G-4—Strikes and Lockouts Involving 100 or More Workers, February 1966\*—Continued**

Industry, Employer Location	Union	Workers Involved	Duration in Man-Days		Starting Date — Termination Date		Major Issues — Result
			February	Accu- mulated			
<i>Textiles</i>							
Harding Carpets, Brantford, Ont.	Textile Council Loc. 501 (Ind.)	150	230	230	Feb. 3 Feb. 7	Hiring former employee without any posting—Return of workers.	
Brinton Carpets Limited, Peterborough, Ont.	Textile Workers' Union Loc. 822 (AFL-CIO/CLC)	103	30	30	Feb. 23 Feb. 23	Time study of one weaver— Return of workers.	
<i>Wood</i>							
Weyerhaeuser Canada Ltd., Sault Ste. Marie, Ont.	Woodworkers Loc. 2-1000 (AFL-CIO/CLC)	120	120	102	Feb. 10 Feb. 11	Wages, fringe benefits—12c an hr. increase retroactive to Nov. 26, 1965, 7c an hr. Nov. 26, 1966; improved vacations and group insurance benefits.	
<i>Printing and Publishing</i>							
The Star, Telegram and Globe & Mail, Toronto, Ont.	Typographical Union Loc. 91 (AFL-CIO/CLC)	443	8,860	191,930	July 9 1964	Working conditions as affected by computers, job security, union membership of foremen—	
<i>Primary Metals</i>							
Page Hersey Tubes and Camrose Tubes, Welland, Ont.	U.E. Loc. 523 (Ind)	1,218	6,090	6,090	Feb. 22 —	Wages, health and welfare pro- visions; shift bonuses, and vaca- tions—	
<i>Machinery</i>							
Van-Wilson Limited, Calgary, Alta.	Structural Iron Workers Loc. 805 (AFL-CIO/CLC)	160	1,760	1,760	Feb. 10 Feb. 28	Wages, union shop—2c an hr. increase retroactive to Sept. 1, 1965, 10c immediately, 12c Sept. 1, 1966; 3 weeks vacation after 8 years, 4 weeks after 20 years.	
<i>Transportation Equipment</i>							
Sicard Inc., Ste-Thérèse, Qué.	Auto Workers Loc. 728 (AFL-CIO/CLC)	258 248	5,140	5,410	Jan. 31 —	Wages—	
<i>Non-Metallic Mineral Products</i>							
Concreters Ready-Mix Ltd., Various locations, Quebec.	CNTU	170	3,400	11,730	Nov. 22 —	Wages, seniority—	
<i>Petroleum and Coal Products</i>							
British American Oil & Affiliates, Various locations, Saskatchewan.	Oil Workers Locs. 9-595, 9-609 (AFL-CIO/CLC)	108	2,220	24,650	Sept. 10 —	Wages—	
<i>Miscellaneous Manufacturing</i>							
E. L. Ruddy Company Limited, Toronto, Ont.	Painters Loc. 1630 (AFL-CIO/CLC)	130	1,430	1,430	Feb. 14 —	Wages—	

\*Preliminary.



**TABLE G-4—Strikes and Lockouts Involving 100 or More Workers, February 1966\*—Concluded**

Industry, Employer Location	Union	Workers Involved	Duration in Man-Days		Starting Date — Termination Date	Major Issues — Result
			February	Accumulated		
CONSTRUCTION						
Various construction contractors, Windsor and Area, Ont.	Various unions	333	8,500	11,600	Jan. 24 —	Wages—
Brown and Root Limited, Glance Bay, N.S.	CLC-directly chartered	700	810	810	Feb. 7 Feb. 9	Job jurisdiction—Return of workers.
Various construction contractors Sudbury and Area, Ont.	Plumbers Loc. 800 (AFL-CIO/CLC)	104	950	950	Feb. 10 —	Wages—
Various construction contractors Timmins, Ont.	Various unions	176	180	180	Feb. 25 Feb. 28	Disciplinary dismissal of one union member—Dismissed em- ployee re-hired.
TRANSPORTATION & UTILITIES						
Transportation						
Various transportation firms, Various locations, Ontario.	Teamsters various locals  (Ind)	1,792	35,560	49,500	Jan. 19 —	Wages, reduction of hours—
Various transportation firms,† Various locations, Ontario.	Teamsters various locals (Ind)	5,377	106,700	148,540	Jan. 19 —	Wages, reduction of hours—
SERVICE						
Education						
Commission Scolaire Régionale le Gardeur, Repentigny, Que.	Associations d'Educateurs d'enseignement secondaire de Le Gardeur	284	570	6,800	Jan. 4 Feb. 3	Wages, union security, secured rights, seniority, hours—\$600.00 average annual wage increase, improved working conditions.
Commission Scolaire Régionale de l'Outaouais, Hull, Que.	Association Régionale des Instituteurs Catholiques de l'Outaouais	430	4,730	12,900	Jan. 5 Feb. 16	Wages, hours, working condi- tions—Salaries increases, equal salaries for men and women in a two year contract; improved working conditions.
Commission Scolaire Régionale Papineau, Masson, Que.	Association des Instituteurs Catholiques de la Vallée de la Lièvre.	123	1,350	3,320	Jan. 10 Feb. 16	Wages—\$300.00 annual wage increase, equal salaries for men and women.
Service						
Hôtel Dieu d'Arthabasca, Arthabasca, Que.	Public Service Employees Federation (CNTU)	428	610	610	Feb. 17 Feb. 20	Union requesting dismissal of the personnel manager—Return of workers, pending a Provincial Government inquiry.
PUBLIC ADMINISTRATION						
Local Administration						
Cité d'Alma, Alma, Que.	Unorganized	479	480	720	Jan. 31 Feb. 2	Wages—Return of workers.

\*Preliminary.

†Federal jurisdiction.

# labour gazette

Canada Department of Labour/June 1966

INTERNETAL IN 1966  
(Illustrations and Social Sciences)





# Canada Department of Labour Publications

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*Annual Report of the Department of Labour* (Covers fiscal year ending March 31). (English or French). Price \$1.00, Cat. No. L1-1965.

*Report of the Industrial Inquiry Commission on Canadian National Railways "Run-Throughs."* Report of Hon. Mr. Justice Samuel Freedman, Commissioner. (English or French). Price \$1.50, Cat. No. L35-965/1.

## Supplements to Labour Gazette

*Collective Bargaining Review*: a LABOUR GAZETTE supplement, Ottawa, 1966. Prepared by the Collective Bargaining Section, Labour-Management Division, Economics and Research Branch, Canada Department of Labour. This review was formerly included in the pages of the LABOUR GAZETTE. Obtainable from the Canada Department of Labour. Free. Cat. No. L13-5/1966.

*Reports of Boards of Conciliation* established under the Industrial Relations and Disputes Investigation Act together with reasons for judgment of the Canada Labour Relations Board: a LABOUR GAZETTE supplement, this booklet contains material that was formerly published in the LABOUR GAZETTE. Obtainable from the Canada Department of Labour. Free. Cat. No. L13-6/1966.

## Economics and Research Branch

*Labour Organizations in Canada* (annual). Contains a brief commentary, the latest statistical data on union membership, and a directory of labour organizations with names of their principal officers, publications, and the geographic distribution of their local branches in Canada. (English or French). Price 50 cents, Cat. No. L2-2/1965.

*Industrial and Geographical Distribution of Union Membership in Canada, 1964* (English or French). Price 15 cents, Cat. No. L31-764.

*Strikes and Lockouts in Canada* (annual). Furnishes a record of strikes and lockouts occurring in Canada during a year. Tables and related texts showing strikes and lockouts by years, by areas, by industries, including time lost, number of workers involved, duration, etc. Price 35 cents, Cat. No. L2-1/1963.

*Wage Rates, Salaries and Hours of Labour*. An annual report published in loose-leaf form and followed later by a paper-bound volume. Contains the results of an annual survey at October 1 of occupational wage rates and standard hours of work in most industries. Averages and predominant ranges of wage rates for selected occupations are tabulated separately on a regional basis for some 90 industries including logging, mining, manufacturing, construction, transportation, trade and service groups. Weekly salaries for office occupations and hourly wage rates for maintenance of service occupations and for labourer for several broad industry groups are shown, on a community basis, in 52 communities. Trends in wage rates are included in tables of index numbers by industry. (Bilingual). Cat. No. L2-547.

First year service including attractive binder with index tabs and paper-bound volume, \$9.50; service without indexed binder, \$7.00; individual tables, 15 cents. Paper-bound volume, \$2.00.

*Working Conditions in Canadian Industry, 1964*. Price 50 cents, Cat. No. L2-15/1964.

## Legislation Branch

*Provincial Labour Standards* Concerning Child Labour, Holidays, Hours of Work, Minimum Wages, Weekly Rest-Day and Workmen's Compensation (annual). Provides a ready comparison of the legislative standard in effect in all provinces concerning the subjects listed in the title. (English or French). Price 50 cents, Cat. No. L2-7/1964.

*Workmen's Compensation in Canada—A Comparison of Provincial Laws* October 1963. (With LABOUR GAZETTE reprints covering changes in 1964 and 1965). (English or French). Price 35 cents. Cat. No. L2-6/1963.

*Labour Legislation of the Past Decade*. A review of developments in Canadian labour legislation in 1951-1960 period. (English or French). Price 55 cents, Cat. No. L14-2061.

(Continued on inside back cover)



# labour gazette

Vol. LXVI, No. 5/June 1966

## Official Journal, Canada Department of Labour

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George V. Haythorne  
*Deputy Minister*

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### Cover Photograph

A huge inverted pyramid will be the focal point of the Canadian pavilion at Expo 67. When completed the pavilion will be the main structure on the 21 acres of land forming the Canadian section.

### Published in English and French

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Bill C-178 to establish five new departments of government and to provide for matters relating to the setting up of these departments was introduced by the Minister of Transport for the Prime Minister on May 9 and given first reading (*Hansard*, p. 4911). A lengthy discussion on the preliminary motion preceded the introduction of the bill.

The new departments to be established under the bill were: a Department of the Solicitor General, a Department of Manpower, a Department of the Registrar General, a Department of Indian Affairs and Northern Development, and a Department of Energy, Mines and Resources.

Bill C-170 to provide for the establishment of a system of collective bargaining applicable to employees of the public service of Canada, and for the resolution of disputes arising out of such collective bargaining, was introduced by the Minister of National Revenue on behalf of the Prime Minister on April 25 and given first reading (page 4258).

Bill C-174 to provide for the establishment of The Company of Young Canadians was introduced by the Secretary of State for External Affairs and given first reading (p. 4562).

Bill C-2 to amend the Fair Wages and Hours of Labour Act (L.G., April, p. 145) was given second reading on May 9 (p. 4912).

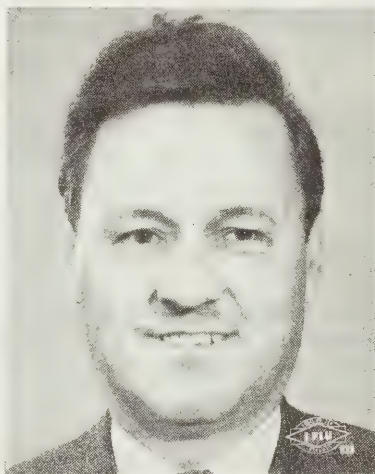
The appointment of a joint committee of the Senate and the House of Commons "to enquire into and report upon a measure respecting employer and employee relations in the public service of Canada, and upon such other related legislation as may be referred to it by either house," was moved by the Minister of National Revenue on behalf of the Prime Minister on April 25 and agreed to by the House (p. 4258).

A preliminary resolution to introduce a measure to be known as the Canada Assistance Plan was introduced by the Minister of National Health and Welfare on April 4 and agreed to by the House (p. 3767).

A change in the Manpower Mobility Program relating mobility grants to unemployed workers was announced by the Minister of Citizenship and Immigration on April 21 (p. 4098). Previously, unemployed persons were not eligible for the grant until they had been unemployed for four out of the previous six months. The new regulation provides that in an area where the shut down of



J. Lorne MacDougall



George A. Lane

The appointment of J. Lorne MacDougall as Chief Executive Officer of the Canada Labour Relations Board, and of George A. Lane as Secretary of the Board, was announced by the Minister of Labour early in May.

Mr. MacDougall, who is a graduate of Queen's University, joined the Department of Labour in 1936. He served as a conciliation officer and wage investigation officer in Manitoba, Saskatchewan, and northwestern Ontario. He joined the Industrial Relations Branch of the Department in 1942, and also worked for the National War Labour Board and the Wartime Labour Relations Board. He was appointed secretary to the Canada Labour Relations Board in 1953, and has served as Canadian Government representative on the Building, Civil Engineering and Public Works Committee of the International Labour Organization.

As Chief Executive Officer of the Canada Labour Relations Board, Mr. MacDougall succeeds Bernard Wilson, who was recently appointed Assistant Deputy Minister of Labour.

Mr. Lane, who was born in Ottawa and attended St. Patrick's College, served with the Royal Canadian Air Force before joining the Department of Labour in 1944. He has been a member of the Industrial Relations Branch staff and of the Canada Labour Relations Board since 1957.

an enterprise, or a layoff, is of such a size in relation to total employment in the area that unemployed workers have little chance of getting jobs except by moving, the Minister may designate such an area; and when it has been so designated, unemployed persons in the area become eligible for the grant without the qualification of having been unemployed for four months.

The Minister said that he had designated Bissett, Man., where the San Antonio Gold Mines had recently been shut down, as an area where, for the next 12 months, mobility grants would be available on the new terms.

A statement regarding the entry into Canada of Jamaican workers to help with the harvesting of crops and other farm work was made by the Minister of Citizenship and Immigration on April 21 (p. 4099).

The Minister said that owing to an expected shortage of workers for picking fruit and vegetable crops in southwestern Ontario this summer and fall, his Department had agreed to authorize the entry of Jamaican workers (p. 4099). He made it clear, however, "that the entry into Canada of foreign workers is permitted only under strictly ordered and specific conditions, and must not interfere with the salaries, conditions of work and job opportunities enjoyed by Canadian workers."

The conditions laid down included a minimum wage of \$1.25 an hour; adequate lodging; a period of work of not less than eight, or more than sixteen, weeks; guarantee of an average weekly salary of \$50; and the payment by the operator of travelling expenses to and from the operation.

## Royal Commission appointed to inquire into conditions in industries producing munitions in Toronto and Hamilton

The "unrest" that led to the appointment of a Royal Commission by the Minister of Labour in April 1916, turned out to be agitation by machinists and toolmakers for a nine-hour day instead of the ten-hour day in effect in some of the industries affected in Toronto, and in nearly all such industries in Hamilton.

The Commission was appointed to inquire into conditions in Toronto and Hamilton in industries connected with the production of munitions. It made its report in May, and the report was published in the June 1916 issue of the *LABOUR GAZETTE*.

As a result of its inquiries and investigations, the Commission found that "the machinists and toolmakers are the only employees who appear to be dissatisfied", and their chief complaints were:

- "that the minimum rate paid per hour is not sufficient.
- "that the number of hours constituting a day's work should be nine hours instead of 10 hours, as at present prevails in several of these industries in Toronto and in practically all such industries in Hamilton.
- "that overtime should be paid for at the rate of time and a half.
- "that work on Sundays and holidays should be paid at the rate of double time."

### The Nine-Hour Day Issue

The main stumbling block the nine-hour day. The Commission reported that the employers were "quite willing to meet to a reasonable extent the wishes of the employees so far as the rate of wages per hour is concerned, and it seems probable that so far as the rate of pay for overtime is concerned, no serious difficulty in most cases will be found to be in the way of an amicable adjustment. The chief difficulty in the way of a settlement is as to the adoption of a nine-hour day."

The report said that "The employees all expressed most loyally their readiness

to work industriously for as many hours each day as they can stand in the production of the munitions of war as long as in the interest of the Empire's cause [provided that] such effort on their part is needed their demands as to wages, hours and overtime are reasonably met."

The Commission pointed out that the real question, therefore, appeared to be whether the tenth hour should be paid for at overtime rate or at straight time. But it went on to say that, "from the employers' point of view it also involves the question of the adoption of a nine-hour day after the war is over, and in their regular factory work in peace times."

### Difficult To Make Suggestion

"On this latter point", the report commented, "the commissioners find difficulty in making a suggestion which will be likely to meet the views of both the employers and employees. The demand for a nine-hour day which the commissioners find is really the true ground of the unrest is made by machinists and toolmakers belonging to organized labour, and has no particular reference to industries producing munitions of war. It is a desire and an effort to establish generally in Canada nine hours as the recognized standard day's work.

"Of the machinists who gave evidence before us, or were interviewed at the shops by us, those belonging to the unions, and some others who do not so belong, expressed a decided desire for the day's work to be limited to nine hours, even without overtime or Sunday work. A small minority of those who gave evidence and of those whom we interviewed in the shops, [although] in favour of a nine-hour day in time of peace, were of [the] opinion that the machinists ought not to raise this question during the continuance of the war. These men do not belong to the union.

"A few others expressed a desire for a 10-hour day in order to get one hour more wages. These are also non-union men. The great majority of the machin-

ists and toolmakers so engaged belong to organized labour."

### Difficult For Industries

One of the members of the Commission, described as a manufacturer chosen to represent the employers, thought that conducting an industry partly on a nine-hour, and partly on a ten-hour day would be impracticable. He also thought that it would be unreasonable to expect industries only partly engaged in making munitions, and now running 10 hours a day, to reorganize their work at a time when their difficulties had been increased by the war and the consequent scarcity of men.

The Commission unanimously recommended that the minimum rate of pay should be 37½ cents an hour for machinists and 42½ cents for toolmakers, and that overtime should be paid for at time and a half, with double time for Sundays and statutory holidays.

### Change in Gazette's Year

The *GAZETTE* published a notice to the effect that the current volume, No. XVI, would be extended to include the six numbers July to December, instead of closing with the June number.

The reason for this, it was explained, was to make the volumes in future coincide with the calendar year. When the journal was first published in 1900, the Canadian fiscal year extended from July 1 to June 30, and the *GAZETTE*'s volumes were made to conform with the fiscal year.

In 1907, the Government changed the fiscal year so that it ran from April 1 to March 31. The *GAZETTE*'s year continued to run from July 1 to June 30.

The reason for the change to the calendar year, it was explained, was that statistics gathered by the Department were usually compiled by the calendar year to make them more easily comparable with similar statistics published in other countries. It was decided that it would therefore be more convenient to put the *GAZETTE*'s year on the same footing.



# The 1966 CLC Convention

CNTU inroads into national collective bargaining  
re-admission of the SIU into the Congress  
and the use of injunctions in labour disputes  
were among the major issues examined by delegates

The Canadian Labour Congress, at its 6th Constitutional Convention (and 10th anniversary), held in Winnipeg from April 25 to 29, decided to establish a committee to examine the structure of the Congress and its policy regarding mergers, affiliations, unity and other matters.

The convention also declared its determination to oppose any attempt by the Confederation of National Trade Unions to break into established national collective bargaining groups, and to resist any move by the federal Cabinet to assist such an attempt by interfering with the policy of the Canada Labour Relations Board.

The delegates authorized the executive council to decide the question of the re-admission of the Seafarers' International Union of Canada into the Congress. They also passed a strongly worded resolution against the granting of injunctions in labour disputes.

Nearly 400 resolutions were submitted to the convention, but a number of these were not dealt with. Among the resolutions and policy statements it did deal with, the convention:

- endorsed the Freedman Report on "run-throughs," and called for an amendment to the Industrial Relations and Disputes Investigation Act that would (a) make technological changes introduced during the lifetime of a collective agreement subject to negotiations, and (b) give the right

to strike over the changes being negotiated;

- agreed to urge legislation by federal and provincial governments that would protect any employee against disciplinary action for refusing to cross a picket line in any legal strike;
- approved a set of rules for dealing with a claim of "justification" in an appeal by an affiliate against a charge of raiding another affiliate;
- rejected pleas for wage restraint, denied that Canada was suffering from inflation or that there had been any rapid rise in labour costs, and warned the Government against acting prematurely in imposing anti-inflationary measures;
- decided to alter the date for holding conventions from April 30 to May 30.

The whole slate of officers—other than the regional vice-presidents—was re-elected without opposition, except for Frank Hall, Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees (AFL-CIO/CLC), who did not stand for re-election as one of the four general vice-presidents. In a ballot vote, A. R. Gibbons, Brotherhood of Locomotive Firemen and Enginemen, was elected in his place.

The convention was addressed by CLC President Claude Jodoin; Omer Becu, General Secretary of the ICFTU; Hon. John R. Nicholson, federal Min-

ister of Labour; Lord Collison and Joseph O'Hagan, fraternal delegates from the British Trades Union Congress; I. W. Abel, fraternal delegate from the AFL-CIO; T. C. Douglas, leader of the New Democratic Party; and Breen Melvin of the Co-operative Union of Canada.

Short addresses of welcome were delivered by Hon. Dufferin Roblin, Premier of Manitoba; Hon. Obie Baizley, Minister of Labour for Manitoba; and Stephen Juba, Mayor of Winnipeg.

A total of 1,518 delegates attended the convention—1,025 representing international union locals, 260 representing national union locals, and 20 representing directly chartered locals. International and national unions were represented by 126 delegates, and 13 delegates represented provincial federations of labour. The convention is held every second year, the previous one having been held in Montreal in 1964 (L.G. 1964, p. 464).

## Structures and Organization

In a resolution that was amended to cover five resolutions, the convention decided to "instruct the incoming executive council to establish a committee to examine the entire question of structure, mergers, affiliations and unity, and submit recommendations to the 1968 Canadian Labour Congress convention on these subjects." This committee was generally referred to during the convention as the commission on structures and organization. The composition of the



# On the Platform



—Photos by David Portigal & Co., Winnipeg

commission was left to the executive council.

The resolutions urging the establishment of this commission referred to it as a means of finding ways to strengthen the union position in bargaining about automation, and reduce the number of unions through mergers. As the convention progressed, however, additional matters were referred to the commission. Most of these—including demands for more freedom of action in Quebec for the Quebec Federation of Labour—were mentioned by officers of the Congress as matters that should be dealt with by the commission.

The commission, for example, will consider views on the CLC's part in education, organization, research and legislative matters as well as a number of proposed amendments to the constitution of the Congress.

## Integrity of National Bargaining Units

A resolution submitted by the Canadian Brotherhood of Railway, Transport and General Workers was passed by a unanimous standing vote after lengthy discussion in which strong feeling and determination was shown. Hon. John R. Nicholson, federal Minister of Labour, who was to speak to the convention after the period during which this resolution was debated, was present on the platform

while the discussion was going on. The resolution ran:

"Whereas the Confederation of National Trade Unions has launched a campaign to undermine and if possible destroy the integrity of national bargaining units by attempted raids on the employees of the CBC, the CPR, and other federal agencies; and

"Whereas these efforts to separate the Quebec members of national bargaining groups would create chaos and lead to a further division of Canadian workers on racial and linguistic lines;

"Be it resolved that the Canadian Labour Congress continue vigorously to oppose the CNTU's attempts to split up national bargaining units, and insist that the present policy of the Canada Labour Relations Board to preserve such units intact be maintained."

Frank Hall, senior officer in Canada of the Brotherhood of Railway and Steamship Clerks, and one of the general vice-presidents of the CLC, was the first to speak on the resolution. He said that this was an issue on which there must be no misunderstanding. National bargaining rights must be preserved, and the Government must understand that the Congress was determined to maintain this stand.

Mr. Hall declared that if national bargaining rights were tampered with, railway employees would take part in prayer

meetings and study sessions at any and all hours between 1 a.m. and midnight. He accused the CNTU of not wishing the non-operating railway unions to succeed in the bargaining negotiations that were going on. The Government, he said, should be told that any interference with national bargaining rights would kindle a flame from Newfoundland to British Columbia.

F. D. Nicoll, Vice-President of the Canadian Brotherhood of Railway, Transport and General Workers, said in supporting Mr. Hall that railway labour intended to fight this move, because it could mean the destruction of a half-century of work. He said that the unions had resisted efforts by the main railways to destroy industry-wide bargaining, and that now, apparently, there was going to be an attempt by the federal Cabinet to make a political football of the issue on behalf of the CNTU. The Cabinet should be told to keep its hands off the CLR, he declared.

Another CBRT delegate said that if the Government allowed the labour movement to be fragmented, it would be the first move in breaking up the country.

Another delegate stated that, over the years, the CLR had established rules of procedure which were now being eaten away by an organization in the guise of a trade union. If there were any tampering with the national bargaining rights,





International Affairs Committee submitting its report to the convention. Left to right, Dennis McDermott, Kalman Kaplansky, William Mahoney, chairman, Huguette Plamondon

he said, labour would be prepared to shut down everything in the country.

William Mahoney, Canadian Director of the United Steelworkers, and a General Vice-President of the CLC, said that it should not be assumed that the only workers on the firing line were the railway workers. The Steelworkers were also concerned. It should be made clear to the Government, he emphasized, that a move against national bargaining would undermine the social position of every worker in the country. He accused the Cabinet of playing games for political reasons in order to get more seats in Quebec.

Another delegate supported the resolution with some reservations. He said that it would not get to the bottom of problems in Quebec. The breakdown of national bargaining would be a national disaster, yes—but the resolution did not face the fact that Canada was a two-nation state, and the revolution in Quebec a deep-seated affair that was reflected in the trade union movement. Ways and means should be found to lessen conflict between the CNTU and the Congress in Quebec.

#### Readmission of the SIU of Canada

The officers' reports committee, in its statement to the convention, made a recommendation regarding this matter that read:

"The committee wishes to report that the executive has had discussions with the SIU regarding their application for readmission to the Congress, but [that] these discussions have not been finalized; but in order for an early process of the application, we recommend that the executive council be given the authority to affiliate the SIU if they are satisfied that

the SIU meet the requirements of the constitution.

"The committees agreed that it is desirable that every trade union in Canada be affiliated with this Congress. However, we recognize [that] this can only be done when the aims and [objectives] of the affiliate do not conflict with the aims of the Congress, and that those seeking affiliation show by their actions they are capable of adhering to the Congress constitution and can act in such a manner as to bring credit to our Congress."

Although this recommendation of the committee was eventually passed by a large majority, it was not put to the vote until a number of delegates had spoken against it—accompanied by considerable applause. Some who supported it did so with reservations.

A number of speakers expressed the opinion that the SIU of Canada was still controlled by the officers who figured in its expulsion in 1960 (L.G. 1960, p. 563). One or two went so far as to say that the union was still controlled by Hal Banks, the president who was deposed by the Board of Trustees of the Maritime Transportation Unions (L.G. 1964, p. 260).

Jim Todd, Canadian Maritime Union, contended that the present leadership of the SIU was the same as it was in 1964 when the Congress vowed in Montreal never to readmit it under the leadership it had at that time (L.G. 1964, p. 465).

Murray Tate, Toronto and District Labour Council, said that he had not withdrawn what he had previously said in Montreal. But there were hundreds of good unionists in the SIU, he continued. Charles Millard was a man of sterling character, and his views should be given serious attention. The Congress should

be prepared to look at people when they were trying to reform.

Another delegate said one problem concerned the seamen themselves, but there was also the question of the "image" of the labour movement. He asked what kind of image the Congress would have if it took back the SIU. Nevertheless, he said, he was in favour of the committee's recommendations.

Louis Laberge, President of the Quebec Federation of Labour and a Regional Vice-President of the CLC, supported the report. He said that the officers of the CLC were not babes in the woods. From the president down, they had some reason for personal resentment against the SIU. But when there were so many enemies outside the lines, it would be a tragedy not to strengthen those lines.

J. A. Callahan, CBRT, Montreal, said that the leadership of the SIU in Canada had not changed one iota. McLaughlin was a tool of Banks, who still directed the affairs of this union, he insisted. The Congress should not allow itself to become the laughing stock of the trade union movement in this country. The officers who had made those commitments in 1964 should live up to them.

Jack Staples, CMU, said that he was speaking of the present, not the past SIU; that the guilt of Hal Banks was shared by his lieutenants. Mr. Staples urged extensive amendments to the SIU constitution to make it more democratic. Nothing had been done about the two classes of members. The sailors were still oppressed—and while this was so, the SIU should not be readmitted to the Congress.

Charles Stewart, Amalgamated Transit Union, Vancouver, said that his union had always wanted all legitimate unions in the Congress. But the SIU had been expelled because it was gangster-led and gangster-controlled. He demanded assurance that knuckle-dusters and goon squads would not get back into the Congress.

William Mahoney pointed out that the delegates were being asked only to give the executive council the power to decide this matter. If the SIU were readmitted and did the same things as before, the executive council would turn them out again. The (officers' reports) committee was not asking the convention to make the decision. This was the prerogative of the executive council. But the council should be given the power to take into account all the facts before passing judgment.

#### Use of Injunctions

The Legislative Committee in its report proposed a substitute resolution to



cover six resolutions submitted on the granting of injunctions in labour disputes. After heated discussion—during which some delegates demanded that the Congress countenance “civil disobedience” or open defiance of injunctions—the convention refused to accept the substitute resolution and referred the matter back to the committee.

Stanley Rouse, International Association of Machinists, Peterborough, one of 27 labour leaders arrested on a picket line in Peterborough after an injunction had been issued and disregarded by the picketers, said, “This is a rotten law, and rotten laws must be changed.” The other side was also mustering its forces, he warned.

Murray Tate, Toronto and District Labour Council, said that court injunctions were ropes around labour’s neck, placed there by the judiciary. “We are law-abiding citizens. But sometimes we must defy a rotten law.”

Robert Bouchard, USW, speaking partly in French, said he was surprised that there was not a stiffer resolution. “We should declare a national civil disobedience against court injunctions. It would be a perfectly legitimate position to take,” he said.

Patrick O’Neal, secretary of the British Columbia Federation of Labour, said that it must be realized that this was a move to harass and humiliate labour unions, and that investigation had shown that some injunctions were granted on false evidence presented to a judge by employers.

After the resolution had been referred back to the committee, chairman Claude Jodoin was asked more than once during the convention when the revised substi-

tute resolution was going to be returned to the floor and he assured the delegates that it would not be shelved. On the last day of the convention, the following resolution was presented:

“Whereas an outmoded and reactionary system of legislation procedures makes possible the use of injunctions during strikes; and

“Whereas employers take full advantage of such procedures to interfere with the rights of workers to strike and to picket; and

“Whereas the judiciary, by its readiness to grant injunctions, aligns itself on the side of employers; and

“Whereas such judicial action inevitably leads to a loss of respect for the judiciary, and is bound just as inevitably to lead to defiance of the law;

“Be it therefore resolved that the Canadian Labour Congress in convention condemn the laws and procedures which make the use of the injunction possible in labour disputes, and the governments which have preserved this anti-labour weapon for the use of employers; and

“Be it further resolved that this convention instruct the officers of the Congress and the provincial federations of labour, and urge its affiliated unions:

1. to engage in a strong and militant campaign to eliminate the use of the injunction in labour disputes;
2. to challenge injunctions wherever and whenever they are granted;
3. to organize systems of mutual aid for trade unions and members affected by the use of injunctions; and
4. to promote legislative, political and other activities in opposition to the use of injunction in labour disputes.”

In the French version of the resolution, the word “challenge” was rendered “defier”; but Mike Rygus, the chairman of the legislative committee, said that the French translation was inaccurate, and that the Congress was not urging defiance. It was, rather, proposing that injunctions should be challenged in the courts, in public discussions, and in connection with legislation.

Several delegates expressed their satisfaction with the resolution, and it was quickly passed.

### Recommendations of Freedman Report

The legislative committee recommended a resolution—as a substitute for one it deemed inadequate—dealing with the right to strike during the life of an agreement when the agreement did not cover new methods, innovations and new machines.

In the substitute resolution, it was proposed that the convention should endorse the Freedman Report, and in particular the recommendations that called for:

- suitable amendment to the Industrial Relations and Disputes Investigation Act that would make technological changes introduced during the life of a collective agreement subject to negotiations, conciliation and the right to strike;
- provision for retraining, severance pay and financial and other assistance to employees adversely affected by such changes;
- relief to communities whose economies were disrupted.

The resolution further proposed that the convention should urge provincial



More than 1,500 delegates crowded the Winnipeg Auditorium floor for the CLC's 1966 convention



federations of labour to seek changes in the labour relations legislation of the provinces to provide similar protection for employees coming under provincial jurisdiction.

William Smith, CBRT, said that he supported the general principles of the resolution, but that there should be the right to strike if any change was introduced that affected the conditions of employment, and that this right must go beyond questions of technological change.

Another delegate said that a company should not have the right to introduce changes in the conditions of employment without negotiation. Legislation might be useful in setting up guidelines, but if the right to negotiate were established, "we will take care of our own interests."

Another CBRT delegate said that he would support the resolution if it were amended to include "other changes" as well as technological changes. The committee agreed to this change, and the resolution, in that form, was adopted.

### Refusal to Cross Picket Lines

A substitute resolution covering two of the resolutions submitted was recommended by the legislative committee urging the federal Government to enact legislation to protect any employee against disciplinary action by an employer because of the employee's refusal to cross a legally established picket line. The resolution also urged provincial federations of labour to seek similar legislation from the provinces; and, pending such legislation, it said that the Congress should take the initiative in drafting a suitable collective agreement provision that would protect not only the employee from disciplinary action, but also the union itself in case of such action by any of its members. This resolution was passed after several delegates had spoken on the subject.

### Jurisdictional Disputes

The perennial subject of raiding again came before the convention. At the 1964 convention, an amendment to the constitution was passed that outlined complete mediation provisions and procedure (L.G., June 1964, p. 465). At this convention, the particular aspect of the subject considered was the procedure to be followed by an affiliate claiming "justification" for raiding another affiliate.

A statement recommended to the convention said that the present procedure regarding justification set out in the constitution had proved to be so "time-consuming" that no union had seen fit to make use of it, with the result that there had been violations of the constitution

## Report By Secretary-Treasurer

CLC Secretary-Treasurer Donald MacDonald's report and the financial statements for the calendar years 1964 and 1965, showed that the revenue of the Congress had continued to increase each year. In 1964, it was \$1,566,108.73 and in 1965 it was \$1,616,858.44. Expenditures also increased from \$1,464,621.76 in 1964 to \$1,562,785.86 in 1965.

In each year, said Mr. MacDonald, a satisfactory operating surplus was realized. The surplus was \$101,486.97 in 1964 and \$54,072.58 in 1965, making a total surplus of \$155,559.55 in the two-year period.

He pointed out that the total membership of Congress affiliates had increased from a low point of 1,049,145 in 1962 to 1,181,147 at the beginning of 1965. Of this increase, 75,000 was recorded in 1964 alone. Indications were that there had been a comparable gain in 1965, and current membership of chartered and affiliated unions was probably more than 1,250,000.

The relation between the work force and total union membership, however, was less satisfactory. The proportion of the total number of organized workers in relation to total non-agricultural paid workers was 29.4 per cent in 1964 and 29.7 per cent in 1965, compared with 30 per cent in 1962. In 1965, the total membership of Congress unions amounted to 74.4 per cent of the total number of organized Canadian workers, compared with 74.1 per cent in 1964 and 73.7 per cent in 1962.

that could have been avoided. Accordingly, the statement said, the executive council proposed the establishment of the following procedural rules:

"1. Any affiliate claiming justification under Section 7 of Article III shall file its reasons with the President of the Congress who will immediately refer the submission to the impartial umpire.

"2. The impartial umpire shall hear the case and submit his findings to the President within 10 days.

"3. The President will, on receipt of the report of the impartial umpire, call the executive committee into session. They will discuss the report and make recommendation to the executive council as to the disposition of the claim for justification.

"4. If the recommendation of the executive committee is to approve the

claim, it can only be adopted by a two-thirds majority vote of the executive council.

"5. Adoption of the recommendation of the executive committee may be secured either by calling the executive council together or by polling the council members, whichever is appropriate.

"6. Final decision, however, must be secured within 15 days of receipt of the impartial umpire's report."

After some considerable discussion, the recommended procedure was adopted.

### Economic Policy

A lengthy statement on economic policy, presented by the economic policy committee, was recommended to the convention, and parts of it were read from the platform.

In a section on "Labour Costs and Inflation," the committee said, "Clearly, any argument that Canada is suffering from price inflation, that labour costs are rising dangerously, and that Canada's competitive position in world markets consequently is being harmed, is thoroughly absurd. There is simply no evidence to support such a viewpoint."

The committee said that there was no evidence to warrant either a reduction in public expenditure by Government or a hold-the-line policy by labour in the matter of wages and fringe benefits, and it went on to say, "The Canadian Labour Congress will attack such government policies and will not heed pleas for wage restraint under the economic trends now in evidence. If labour were to hold back on wages, purchasing power would not grow as fast it otherwise would, and this could have a seriously depressing effect on both production and employment."

The statement admitted that prices and labour costs had advanced rather more in 1965 than in the immediately preceding years, but it quoted the Economic Council of Canada as saying that the price increases were caused by special factors such as a rise in the price of certain articles of food owing to a temporarily reduced production of these commodities, and to a sharp rise in automobile insurance and medical insurance premiums, neither of which set of factors represented any real inflationary pressure. The increase in labour costs also, the Economic Council said, was too moderate to be a cause for alarm.

The statement warned the Government against prematurely imposing anti-inflationary measures, and said that the effect of this would be "to break Canada's recent economic growth in mid-stride." The committee said, "To

reduce expenditures on major social capital and public works projects is to reduce total demand for both labour and materials," and this would cause a loss of purchasing power to the economy.

**Proposed Constitutional Amendments**

One resolution proposed an amendment to the constitution which would have provided that any organization affiliated with the CLC that could be shown to have engaged in strike breaking, or helping an employer during a strike "which has been sanctioned and approved by the executive council of the Canadian Labour Congress may be suspended from affiliation by a majority vote of the executive council."

This resolution was referred to the commission of structures after the committee on constitution and laws had recommended non-concurrence. It led to some heated discussion, however, and it was at first proposed to refer it back to the committee.

One delegate said that there had been a resolution on this subject at the convention two years ago, and that experience since then made a resolution like the present one even more necessary. Another delegate asked how they could blame the public for crossing picket lines if their own members did so. He said he would be prepared to have a local union concerned expelled.

Another delegate supported the committee's recommendation of non-concurrence. He said that only the workers directly responsible for crossing picket lines should be disciplined, and not members across the country.

Secretary-Treasurer Donald MacDonald, supporting the committee's recommendation, said it was time for demagoguery to cease; and he appealed to the delegates not to be misled by rhetoric and oratory. Nothing could be further from the truth, he said, than the suggestion that affiliated unions had no policy on strike breaking and scabbing. No trade unionist paid even lip service to scabbing. But the resolution would have the effect of restricting the power of the executive council to deal with strike breaking. Strikes were going on every day, he said, not one of which had been approved by the executive council. If there was actual strike breaking, any affiliate could file charges, and the union concerned could be disciplined and even expelled.

In a resolution submitted by the British Columbia Federation of Labour, an attempt was made to have the words repudiating association "with any group which expounds or promotes or encourages any doctrine or philosophy contrary

# other proposals and resolutions

- the CLC will maintain the right to strike during the life of an agreement if labour-saving machinery results in job losses. Eighteen months' notice will be sought for workers and union when major changes are to be introduced.
- approval was given to a plan that will provide the first national labour-management-government program dealing with automation.
- re-location subsidies will be asked for all workers required to move because of plant re-location.
- subsidies were asked for employees over 60 with more than 40 years' service.
- employees whose jobs outgrow them are to be kept on payroll until other employment is found, or until they are enrolled in

Government subsidized retraining programs.

- a policy statement adopted by delegates called for minimum wages to be raised to \$2 an hour in stages.
- decent housing, health and sanitation care, educational as well as job opportunities were demanded for Indians, Métis and Eskimos.
- the Government would be asked to subsidize a merchant marine.
- the Government would be urged to establish a national consumers' council to organize and lead in actions against high prices.
- the Congress would seek amendment of the Public Service Superannuation Act so that, regardless of the reason for an employee's separation from the Public Service, he would not be deprived of credits.

to, or subversive of, the fundamental principles and institutions of the democratic form of government of Canada," removed from the Congress's oath of office.

A delegate representing the British Columbia Federation of Labour said that this article was impossible to enforce. "How do you know who is subversive and who is not?" he asked. Gordon Hurley, United Steelworkers, Sudbury, said that the Communists had not got "the guts" to declare themselves. "Keep the Commies in their place," he said.

A motion to have the resolution referred back to the committee was defeated, and the recommendation of non-concurrence was carried.

A resolution that proposed to change the representation for local unions of international and national unions at conventions to one delegate for every 500 members from one for every 1,000 members was defeated after a motion of referral back to the committee had been rejected. It was pointed out that such a change would make conventions altogether unwieldly.

**Canada Pension Plan**

Two substitute resolutions proposed by the social security committee regarding the Canada Pension Plan were adopted. One of these urged a number

of amendments to the Plan that would have the effect of providing for:

- a higher ratio of benefit to earnings for retired workers, corresponding increases in the benefit for disabled workers and for survivors, and increases in death benefits;
- an equitable distribution of the financial burden, including a contribution from consolidated revenues;
- upgrading of benefits based on changes in national productivity rather than in the cost of living;
- retirement benefit at any age between 65 and 60 on a reduced scale;
- an increase in the present 15 per cent drop-out formula for pension calculation purposes to take into account extensive periods of unemployment, illness, etc.;
- an improvement in appeals procedure.

Several speakers objected to the proposal to base changes in benefits on changes in productivity rather than on changes in the cost of living. The chairman of the committee and some others pointed out that basing them on changes in productivity would mean larger increases than if they were based on changes in the cost of living; but the chairman finally agreed to the inclusion of both kinds of change.

The second resolution declared the Congress's opposition to "enforced integration of private pension plans with the Canada Pension Plan by employers . . ."



## Officers Elected By CLC

The following CLC officials were re-elected without opposition: President—Claude Jodoin; Secretary-Treasurer—Donald MacDonald; Executive Vice-Presidents—William Dodge and Joe Morris.

The only contest in the election was for the four general vice-presidencies. Five candidates were nominated: George Burt, United Automobile Workers; William Ladyman, International Brotherhood of Electrical Workers; A. R. Gibbons, Brotherhood of Locomotive Firemen and Enginemen; William Mahoney, United Steelworkers; and Stanley Little, Canadian Union of Public Employees.

The holding of a ballot was made necessary when five candidates were nominated for the four positions. The result of the ballot was that the three former incumbents—Messrs. Burt, Ladyman and Mahoney—were re-elected, and A. R. Gibbons was elected to the fourth position in succession to Frank Hall, who did not stand for re-election. Mr. Gibbons obtained 723 votes to 455 for Mr. Little.

Elected unanimously as Regional Vice-Presidents were: Atlantic Provinces—C. A. Webber and John Simonds (both re-elected); Quebec—Huguette Plamondon, Louis Laberge and Edouard Larose (all re-elected); Ontario—Michael Rygus, Larry Sefton, W. J. Smith (all re-elected) and George Watson, who



A. R. Gibbons

was elected in succession to Stanley Little; Prairie Provinces—C. Neil Reimer (re-elected) and A. A. Franklin; British Columbia—Robert R. Smeale and E. T. Staley.

Toward the close of the convention, Frank Hall was honoured with a standing ovation to mark his retirement from the executive council of the Congress. Mr. Hall, who is Canadian Executive Assistant to the Grand President of the Brotherhood of Railway and Steamship Clerks, and has been active in the labour movement since 1920, had been a General Vice-President of the CLC since it was formed by the merger in 1956.

and urged all affiliated and chartered unions "to take all possible steps to have private pension plans subject to negotiation and inclusion in their collective agreements, and open to change only by the mutual consent of the parties to such agreements."

Another substitute resolution passed by the convention urged the federal Government to:

- increase the old age security benefit to \$100 a month at age 65;
- remove the limit of 2 per cent a year on increases in benefit caused by increases in the cost of living;
- provide for periodic review of the Old Age Security Act by Parliament in order to keep the old age security benefit "in line with improvements in living standards generally."

### Unemployment Insurance

A substitute resolution was adopted instructing the Congress to seek amendments to the Unemployment Insurance Act to provide for:

- an increase in the rates of benefit to not less than two thirds of previous earnings;
- establishment of dependency benefit rates to include more than one dependent;
- elimination of restrictions governing the coverage of hospital and civil employees;
- extension of coverage to employments not now covered;
- liberalizing of provisions dealing with entitlement to benefit;
- improvement in the status of the Unemployment Insurance Advisory Committee;
- raising of the income ceiling.

The resolution further re-affirmed the position taken by the Congress at its 1964 convention with regard to the recommendations of the Gill Committee of Inquiry into the Unemployment Insurance Act (L.G. 1963, p. 119).

### Political Education

The convention adopted a substitute resolution, proposed by the political edu-

cation committee, that urged continued support by the Congress of the New Democratic Party, and also urged local unions not yet affiliated with the party to consider affiliation. Another adopted resolution directed that CLC meet the AFL-CIO to endeavour to persuade affiliates of that body to amend their constitutions, when necessary, to allow their Canadian locals the right to participate in political action to the point of affiliation with the NDP.

### International Affairs

The report of the committee on international affairs, which was adopted by the convention, consisted of a statement covering the subject matter of a number of resolutions. The statement advocated:

- unconditional negotiations, to be led by the United Nations and open to all parties to the conflict, to bring about an immediate cease-fire in Viet Nam;
- enforcement of all sanctions against the Smith regime in Rhodesia, and more effective measures by the United Nations if these failed, as well as "a crash program of training members of the oppressed and disenfranchised people of Rhodesia for the tasks of self-government;"
- continued boycott of South African goods;
- support by the Government of Canada of the decision of the United Nations General Assembly to convene a World Disarmament Conference in 1967, open to all states including the Peoples' Republic of China;
- an international agreement to prevent the spread of nuclear weapons and prohibit nuclear tests, and abandonment of the nuclear role for Canada's armed forces and removal of all nuclear weapon systems from Canadian soil;"
- action by the Canadian Government to strengthen the prestige, financial stability and authority of the United Nations Organization and its agencies;
- membership by Canada in the Organization of American States;
- spending by the Government of Canada of at least 1 per cent of our gross national product "for external aid and development, thus meeting the target set by the United Nations and other agencies;"
- diplomatic recognition of the Peoples' Republic of China and her admission to the United Nations.

The recommendation that Canada join the Organization of American States proved to be the most controversial point in the committee's statement. Some speakers objected to it on the ground

## CLC Welcomes Civil Service Groups

Five large groups of organized federal civil service employees, as well as a number of small ones, had recently joined the Canadian Labour Congress, the Congress officers reported just before the convention began in Winnipeg. Representatives of the principle new affiliates were brought on to the platform and introduced to the delegates toward the close of the convention. President Jodoin said in an interview that "a large part of the employees in these groups are in the white-collar field."

The five large groups were: the National Defence Employees' Association, 19,000 members; the Civil Service Federation of Canada, 7,600 members; the Veterans' Affairs Employees' National Association, 7,200 members; the Canadian Marine National Employees' Association, 2,200 members; and the Canadian Air Traffic Control Association, 500 members.

that the OAS was dominated by the United States. Others supported the resolution. One of the delegates said that there would be no objection to Canada's becoming a member of the OAS if that organization became the Western Region of the United Nations. Another said that we must get into the OAS if we are to help the South American countries. Committee chairman William Mahoney, pointed out that the recommendation involved no change from the policy approved at the CLC's last convention. He said that if Canada were in the OAS she could form a block with other nations with whom she was in sympathy.

### Automation

The committee on economic policy presented a statement on "A National Program to Cope with Automation," which outlined the views that the committee recommended for acceptance as the official policy of the Congress on the subject. The statement, which was adopted, covered the role of government, management's responsibilities, trade union responsibilities, and "a plan of action."

The economic policy committee recommended, and the convention adopted, a substitute resolution to cover a number of resolutions that urged changes in income tax that the committee said might have been intended "to reduce the tax burden on the low-income groups," but that, in its opinion, would mean a much greater saving for those in

the upper income groups. The substitute resolution was much wider in scope, covering proposals that the Government should be urged "to declare an all-out attack on poverty."

The measures proposed included:

- a major revision of the social security and transfer payment program;
- income guarantees for those whose needs could not be met "within the regular social security framework;"
- a fundamental revision of personal income tax;
- free education at all levels;
- a meaningful full employment and manpower policy;
- an improvement in minimum wage legislation designed to guarantee a decent income for all Canadian workers.

### Government Employees

The convention passed an amended resolution that called upon the Congress to "resist the placing on the statutes of Canada any legislation which would subject Canadian trade unions to compulsory arbitration." The resolution was submitted by the Canadian Union of Postal Workers, and referred specifically to the enactment of legislation to provide collective bargaining for federal civil servants.

### Labour College

The convention approved a substitute resolution covering two similar resolutions concerning financial support for the Labour College of Canada. The resolution said that the College should not have to continue to depend on donated income, but should have a steady and assured source of income, and it called on "all locals of the affiliated unions to voluntarily pay a per capita tax of 1 cent per member per month to support the Labour College."

Several speakers said that the contribution should be compulsory, not voluntary. One said that the idea of getting a voluntary contribution was rather naive. It would mean that support would come from only a handful of unions.

The education committee recommended non-concurrence in a solution that proposed the setting up of labour colleges "in all the provinces of Canada as an extension of the facilities of the existing universities." It was pointed out that it was impractical to talk of setting up a number of colleges when it was at present difficult to maintain one college. But a resolution was carried that directed the officers of the Congress to look into the feasibility of establishing another labour college in Western Canada.

## Anti-Labour Legislation in PEI

In an "emergency resolution" submitted by the Prince Edward Island Federation of Labour and passed by the delegates, the CLC convention pledged its full support and encouragement to the Charlottetown and District Labour Council and the Federation "in their campaign to get rid of the vicious anti-labour legislation and procedures which have blocked development of the labour movement and establishment of fair conditions of work and wages in that province for many years."

The preamble to the resolution said that the procedure for certification adopted in the province had "virtually blocked all efforts of unions to secure bargaining rights . . . particularly in the building and construction industry."

### CLAUDE JODOIN

"It has been ten years since we met in the Coliseum on the exhibition grounds at Toronto and, together, merged an organization that made real labour history in Canada." With these words, Canadian Labour Congress President Claude Jodoin, began his opening address to the CLC's sixth constitutional convention in Winnipeg.

With a backward glance at the decade, the President cited some of labour's major gains.

Through collective bargaining:

- marked wage increases and improved standards of living for Canadian workers;
- reduced hours of work, new holidays and lengthened vacations.

Through a program of citizenship months:

- public attention has been drawn to such important issues as the Canada Pension Plan, a health charter for Canadians, and automobile accident compensation.

Through work on the international scene:

- help for emerging countries has been made through contributions to the International Confederation of Free Trade Unions (ICFTU);
- discussions have been arranged by the ICFTU, the International Labour Organization, the Organization Regional Interamericana de Trabajadores (ORIT), the Organization for Economic Co-operation and Development, and other international bodies.



Through research:

- the largest compilation of collective agreements in Canada is available in detail to all affiliated unions.

Through education:

- a Labour College—a first of its kind in North America—has been founded in co-operation with the Universities of Montreal and McGill;
- introduction of a wide variety of educational courses giving the CLC a firm reputation as one of the major sponsors of adult education in Canada.

Through Government legislation:

- hospital insurance;
- the Canada Labour (Standards) Code;
- the Canada Pension Plan;
- various improvements in provincial legislation.

Through public relations:

- a program of Labour Education Weeks at the community level in 30-odd areas to promote public understanding of labour problems.

Through the CLC publication, *Canadian Labour*:

- the promotion of bilingualism by extended use of the French language.

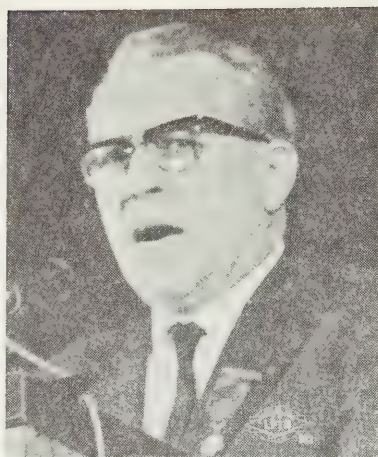
#### Charter for Tomorrow

Mr. Jodoin suggested that the decisions made at the convention could be molded into a "Charter for Tomorrow." He said that a program could be formulated that would point the way to a better and fuller life for all Canadians.

The most essential requirement was to tailor education to meet the country's needs. "We need more in-plant training, and employers must be made to assume more of their responsibilities . . . than they have in the past."

He urged the convention to:

- continue to press for broadened educational opportunities and facilities;
- keep collective bargaining activities at a vigorous and efficient level;
- give assurance to workers that they will have a share in the fruits of automation;
- exert every effort to unite free trade unions in one central organization, and urge more of the uncommitted to join a union;
- work towards a truly comprehensive health insurance program that would give every Canadian adequate protection on an equal basis;
- put a greater effort into cutting down highway accidents;
- tackle social problems such as the need for better housing, the broad matter of pensions and improved legislation;
- contribute to the War on Poverty;



Omer Becu

- search for more meaningful progress in the field of nuclear disarmament;
- pledge wholehearted support to the emerging countries by strengthening ties with the International Confederation of Free Trade Unions (ICFTU);
- strive toward true Canadian unity by thinking in terms of national, rather than regional standards.

Mr. Jodoin emphasized that those who were nominated by the Congress were speaking on behalf of a truly national organization, and "we do not intend to see their position undercut by any form or factional group that appeals to racial and language prejudices" to obtain through political pressures what it could not get normally.

In a powerful plea for unity that was greeted with loud applause, Mr. Jodoin urged that "Canadian workers must and will remain united whatever their ancestry—from Newfoundland to Vancouver Island and from the 49th parallel to the Canadian Arctic."

#### OMER BECU

The General Secretary of the International Confederation of Free Trade Unions, Omer Becu, paid tribute to the CLC for helping to shape the policy of ICFTU by supplying first-class union personnel for international work and by providing a large share of the finances.

Mr. Becu reiterated Claude Jodoin's plea for concerted action against poverty and hunger in the developing countries.

He said that the large trade union centres have a duty to influence trade and monetary policies. The developing countries must be able to import capital goods on easy terms and must be able to sell their primary commodities for a fair price, as well as to find a market for their manufactured goods. The ICFTU

economic committees have been studying the problems and making recommendations for governments and for international economic institutions, he said.

Another recommendation, that "the governments cut their fabulous expenditures on armaments, if only by 1 per cent . . . and turn it into economic help to the poorer nations," was greeted with loud applause.

Mr. Becu asserted that there can be no lasting social peace or sound economy unless there are free unions. "Where there are no free unions, there is no free labour." Recognizing the truth in these basic principles, "our friends in many developing countries are standing by the international free trade movement through thick and thin."

The speaker indicated that there is a much more favourable climate for free trade union action in Latin America than there was five years ago. Although the necessary land reforms were slow in coming, and the largest country, Brazil, has still to find its political and economic way, some relative stability was noticeable.

He told the conference that *Organización Regional Inter-Americana de Trabajadores* had a well-directed continental organization fostering free trade union principles and progressive economic policies. He concluded by commending the CLC for the increasing part it is playing in continental affairs through ORIT.

#### HON. JOHN R. NICHOLSON

Hon. John R. Nicholson, Minister of Labour, told the conference that collective bargaining had proved its value as a means of negotiating differences, and although there were discrepancies, the federal industrial relations legislation worked reasonably well as a means of settling disputes.

He reassured the conference that closer labour-management-government relations would not pose a threat to collective bargaining. One of the purposes of the proposed National Advisory Committee on Labour Relations would be to seek agreements on principles of good union-management relations, and on the difficult task of evolving techniques to overcome obstacles. He said that there would be a determined effort to make collective bargaining more effective in the interests of all concerned.

The Minister urged a continuing joint examination of issues and problems by unions and by employers at various levels. He agreed with the President of the Canadian Labour Congress, Claude Jodoin, that "unless trade unions are





Lord Collison

accepted and unless there is discussion, consultation and co-operation between labour and management, we face industrial chaos."

Mr. Nicholson cited the problem of railway run-throughs as an example of the type of situation that Canada is continually facing through technological change. He said that the Freedman Report (L.G., Jan.-Feb., p.4) demonstrated that while change is inevitable, the method of its implementation is most important. There should be joint consultation before significant alterations are made. He promised that the Government would deal at the earliest possible date with the specific and general points raised by the Report.

Referring to the Canada Labour (Standards) Code, which provides a minimum \$1.25 hourly wage, a 40-hour week and other benefits for employees under federal jurisdiction, the Minister said that since its introduction, there had been major changes in minimum wage rates in six provinces when the proposed Code was first introduced in the House of Commons. He admitted that there had been some necessary deferments under the new Code, but that the employees affected by wage deferment applications comprised only about 1 per cent of the total number covered by the Code.

The Minister said that the Department will promote industrial safety to cover employees under federal labour jurisdiction who are not protected by any safety standards, and that at the present session of Parliament a Bill will be introduced to establish a Canada Labour (Safety) Code. It will apply to industries covered by the Canada Labour (Standards) Code, and its principles will have application to federal Government departments and agencies not otherwise covered by federal legislation.

He told the conference that the Department was adopting a more positive approach to eradicating the evils of employment discrimination by setting up a new Branch to handle the Canada Fair Employment Practices Act and the administration of the Female Employees Equal Pay Act.

The Minister pointed to the leading role Canada continues to play in those nations belonging to the International Labour Organization. He mentioned as a highlight for 1966, the 8th American Regional ILO Conference to be held in Ottawa this fall when Canada will play host to tripartite friends from the Americas.

With an eye to the future, Mr. Nicholson stressed the need for greater co-operation among union, management and governments if the many problems besetting the economy are to be solved to the mutual advantage of all Canadians.

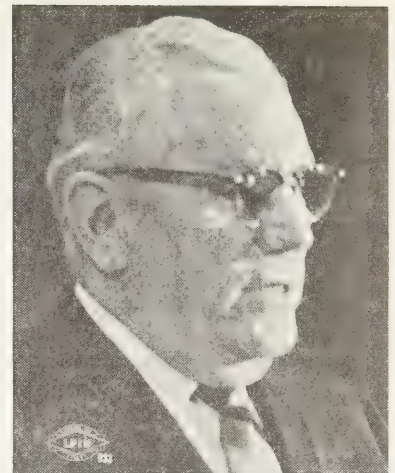
### LORD COLLISON

Social security in Britain, the high incidence of industrial accidents, and the plight of the hungry in developing countries are three problems that most concern Lord Harold Collison, C.B.E., the General Secretary of the National Union of Agricultural Workers.

Speaking as a fraternal delegate from the British Trades Union Congress (TUC), and as Chairman of the TUC Social Insurance Committee, Lord Collison said that the present Labour Government, in consultation with the TUC, is in the process of completely re-organizing the social insurance scheme in Britain to ensure a guaranteed income of at least 50 per cent and up to 80 per cent or more of the previous earnings of the unemployed, the old, the sick and the incapacitated. The British Government has also been persuaded to make important changes in the industrial medical care services to provide the basis of a comprehensive occupational health service.

"I must confess, however, that we are still worried about the incidence of industrial accidents," Lord Collison told the conference. He said that building trade accidents were increasing. Because few employers were willing to co-operate with TUC to establish plant joint safety committees, the Congress decided that legislation was necessary to compel industry to establish joint safety committees in all plants.

Speaking as President of the International Federation of Plantation, Agricultural and Allied Workers (IFPAW), Lord Collison thanked the CLC for their contributions to the Solidarity



I. W. Abel

Fund to aid emerging countries and to assist in the training of teachers, technicians and skilled craftsmen.

"We who do know and care (about the hungry nations) are determined to get something done about it."

### I. W. ABEL

Reiterating the most basic of all union maxims, "In unity there is strength," I. W. Abel, President of the United Steelworkers of America (AFL-CIO/CLC) urged the conference to:

- bring the standards of all North American unionists up to the standards of those whose bargaining power has been most effective;
- help the large group of unorganized wage and salary workers in both the United States and Canada who are unable to practise collective bargaining;
- extend throughout the world not only the idea of free unionism and collective bargaining, but the standard of living won through free unionism and collective bargaining.

"The concept of joint bargaining and the extension of high standards cannot remain confined within our country or within your country," the USW President said. "We look forward to the day when we will be arguing in the United States that corporations must match the even higher standards . . . in Canada."

Mr. Abel reminded the delegates that it had been slightly more than 10 years since the AFL and CIO held in New York City, the merger convention that ended 20 years of division and restored organic unity to the labour movement in the U.S. "I agree with President George Meany that the merger has now been accomplished in spirit as well as in substance, and that (it) is stronger and healthier than at any time in the history



of the American Labour Movement." The membership of the AFL-CIO has reached its highest total—12,869,000—since 1957. On the collective bargaining front in the last 10 years, said Mr. Abel, there has been:

- an increase from 19 to 30 per cent in the purchasing power of wages and salaries;
- significant gains in the level and scope of pension benefits, health and welfare plans, job security and unemployment benefits;
- the winning of several contracts that would provide for retirement after 30 years of service regardless of age.

On the legislative front, the AFL-CIO was in the front rank of the fight for the following:

- a new program of medicare for the aged through the social security system;
- the first major program of federal aid to public elementary and secondary schools;
- a new program of scholarships and low-interest loans to help young persons obtain a college education;
- an expanded anti-poverty program;
- a program providing for more construction of low-rent housing and creation of a new Department of Housing and Urban Development;
- new and expanded programs of air and water pollution;
- an improved manpower and training program;
- immigration reform;
- passage of the Voting Rights Act of 1965.

But for all these gains, said Mr. Abel, there were still too many millions living in poverty, and too many in the "working poor" category. The problems created by automation had to be solved, and a shorter work week was one solution. There must also be equitable sharing; workers were still not receiving their fair share of the products they helped to produce. He observed that profits of corporations had gone up about twice as much as wages in the last five years. "The answer is an increase in the wage earners' share," he concluded.

### JOSEPH O'HAGAN

With the 100th anniversary of the Trades Union Congress only two years away, there were 10,000 trade unionists in Great Britain, but the number of unions was less than at any time during the last 70 years, Joseph O'Hagan, one of the two fraternal delegates sent by the British Trades Union Congress, told the CLC convention in Winnipeg. This, he

said, bore out the slogan, "Fewer Trade Unions, More Trade Unionists".

Mr. O'Hagan devoted his address to an outline of the part being taken by the British trade union movement in the Government's plans for curbing inflation. He pointed out the dilemma in which British unions found themselves at the present time: Whether to devote themselves to serving the immediate interests of their members, or to promoting an economy planned for all working people. The leading figures in the movement were working on the side of economic planning.

This meant that it was necessary to go slow on the demands of members in



Joseph O'Hagan

order to promote the longer run benefit. But it was not easy to persuade the rank-and-file of the advantages of long-term progress; and this was made more difficult by full employment, which put the unions in a strong bargaining position.

The allegation was common that the trade unions had lost authority over their members, the speaker said, and he did not deny that this was a problem. But he pointed out that, notwithstanding this, Britain was losing fewer days through strikes than any of her competitors.

Mr. O'Hagan said that the Joint Statement of Intent on Productivity, Prices and Incomes signed by unions and employers in December 1964 (L.G. 1965, p. 100) was significant sign of the determination of the Labour Government to find a way out of the inflation that had plagued the country for many years.

He also referred to the TUC's plan to subject negotiated wage increases to a critical examination—a plan that he said would have been unthinkable five or ten years ago. The purpose of the plan was to influence the negotiators to consider

the effect of wage increases on other industries and unions. The going-it-alone policy could be harmful to the longer-term interests of the trade union movement, he said. The experiment was still in its early stages, but some union demands had already been modified after discussion with the TUC.

The speaker believed that the efforts being made by the trade union movement would be made easier because the country had a Labour Government committed to planning. Part of the plan was to put more goods on the market at prices that people could afford to pay.

Mr. O'Hagan concluded by saying that he would not have spoken of these domestic matters unless he had been convinced of the sympathetic attitude of Canadian unionists.

### BREEN MELVIN

Breen Melvin, Vice-President of the Co-operative Union of Canada, speaking briefly on the co-operative movement in Canada, pointed out that the trade unions and the co-operative movement shared a common concern for the welfare of society in general; and that they most often found common ground, although there were also certain conflicts of interest between them.

### T. C. DOUGLAS

The Economic Council's latest report, stating that income is 25 per cent lower in Canada than in the U.S., "showed not that the country is poor in capital but poor in persons with training and skills," New Democratic Leader, T. C. Douglas, told the Canadian Labour Congress convention.

Compared with the U.S. where three out of 10 go to college, Canada has one out of 10 taking higher education. In the U.S., 45 per cent have four years' high school education compared with 24 per cent in Canada.

Mr. Douglas said that 700,000 single Canadians live on less than \$1,500 a year, and 23 per cent of families—and 30 per cent of the labouring class—earn less than \$3,000 a year.

"Behind the façade of our affluent society, one-third of all Canadians live in poverty," Mr. Douglas said. Redistribution of national income must begin immediately to help eliminate poverty.

The NDP leader attacked the federal Government and Finance Minister Mitchell Sharp for what he called the "ban-the-boom" budget that was based on cutting the money supply to fight inflation, rather than increasing the supply of consumer goods.

# United Steelworkers

## Annual Policy Conference

"The kind of unionism that rests on past laurels with its job undone is our most dangerous menace," said William Mahoney, Canadian Director of the United Steelworkers of America, at the union's national policy conference in Winnipeg, April 21-22.

In his keynote speech, Mr. Mahoney pressed for new machinery within the Canadian Labour Congress to deal with disputes arising from inter-union raiding. The CLC's constitutional bar against raiding raised new explosive elements when it recently invoked sanctions against the Steelworkers after an arbitrator found the union guilty of raiding the Molders' Union at Trois Rivières, Que. It was the Steelworkers' contention that if they had not accepted the members of the Molders, the workers would have defected to the Quebec-based Confederation of National Trade Unions, because they were dissatisfied with the Molders.

Mr. Mahoney said that the no-raiding guarantee in the CLC constitution was intended to free unions to organize the unorganized, rather than to freeze union inadequacy, to embalm lethargy, or to prevent a change for the better.

The Director disclosed that the union intends to take full advantage of its bargaining position this year in a major bid toward closing the gap between Canadian and U.S. wages and fringe benefits.

The union contends that productivity of the steel industry in Canada is higher than in the United States. "If Canadian workers in any Canadian industry are the best in the world, then they are

entitled to the highest earnings in the world," he said.

Other points raised by Mr. Mahoney were:

- that the birth of the CLC has failed to lead to mergers of affiliated national and international unions operating in similar jurisdiction;
- that affiliation with the CLC does not protect any union from membership dissatisfaction that might result in decertification.

Mr. Mahoney contended that it was the duty of a CLC affiliate to try to keep within the Congress all groups of workers affiliated with it, not to encourage or abet their departure.

### JEAN GÉRIN-LAJOIE

Mr. Mahoney's reflections on CLC affiliation were echoed by Jean Gérin-Lajoie, director of the union's Quebec district.

Mr. Gérin-Lajoie said that the Molders, with 6,000 members in Canada and 2,000 in Quebec, had no technical services or French-speaking representatives in Quebec.

He asked the 300 delegates attending the Steelworkers' meeting if the CLC constitution was compatible with the progress of international unions in Quebec. Those who were more concerned with defending an outmoded constitution than giving adequate representation should get out of Quebec, Mr. Gérin-Lajoie said.

"We can do the job in their place. We Steelworkers are well equipped to serve

Quebec workers, and we can offer them the best union representation there is."

### HARRY WAISGLASS

The Economic Council of Canada has ignored one of its stated goals—an equitable distribution of income—says Harry Waisglass, Research Director for the United Steelworkers of America.

Mr. Waisglass suggested a five-point guidepost for reducing inequalities of income within the Canadian economy. These would entail:

- disclosure of remuneration for all employees (even executives), in the labour market;
- encouragement of labour mobility by removing obstacles that prevent workers from taking higher paid jobs;
- strong Government policies to counterbalance the power of private corporations with appropriate social and economic policies and responsible collective bargaining institutions;
- equal pay for equal or comparable work;
- Government policies to raise the consumption levels of the poor.

Mr. Waisglass said he believes that public disclosure of all incomes is justified exclusively on economic grounds, and that the removal of secrecy is necessary to unmask injustices.

### LARRY SEFTON

The Steelworkers' Director for local District 6, Larry Sefton, called for labour to launch its own war on poverty.

Mr. Sefton, who heads 104,000 workers west of Quebec, criticized employers who "freeze the wage line at floor minimum," and urged the delegates to work to improve the position of the hourly wage earner.

"Jobs alone will not eliminate poverty," he said. "The answer is adequate incomes for those who work and those who are unemployed."

Mr. Sefton said governments in Canada must first be persuaded to provide adequate living wage laws and later pay the jobless adequate allowance until they are re-employed.

He criticized unionists for being "too preoccupied with their own bread and

### Recommended Manpower Policies

George Burt of Ottawa, CLC General Vice-President and chairman of the economic affairs committee, recommended to Convention delegates the following national manpower policies:

- research and forecasting of changes in the labour market;
- adult training centres for re-training of those requiring higher or different skills;
- financial assistance to families whose bread winner has to move to continue in his trade or profession;
- immigrants' policies related to the labour market situation;
- rehabilitation programs for agricultural and transient workers;
- education to inform employers, workers and young people of the evolution in the labour market.



butter issues to take time to ascertain how the other fellow lives."

### Proposals

Before the policy conference ended, the 300 delegates:

- gave massive support to a proposal for a \$1,000,000-month strike fund with joint contributions from Canadian and American locals of the union;
- condemned the American war effort in Viet Nam, and voted to urge cessation of U.S. bomber attacks and more United Nations peace action;
- renewed their invitation to the International Union of Mine, Mill and Smelter Workers (ind.) and other unions covered by the Steelworkers to join forces with Steel and form a single bargaining force in the base metals industries;
- unanimously passed a resolution calling on federal and provincial Governments to relieve suffering created by the announced shutdown of the Dominion Steel Corporation's Waban Iron Mine in Bell Island, Newfoundland;
- called for a national medicare plan, a guaranteed annual wage, shorter working hours, extended vacations with weekly vacation pay set at 3 per cent of annual earnings, reduced income tax for low income groups, federal price controls, an old age pension raised to \$100 month, and an end to court injunctions limiting legal picketing.

### 5th Convention

## Union Label Trades Department

Increased emphasis on selective consumer purchasing by union members and greater participation in union label affairs was urged by speakers and delegates to the 5th biannual union label convention held in Winnipeg in April.

The one-day convention of the CLC Union Label Department attracted 140 delegates representing 47 CLC unions and 40 federations, labour councils and union label councils.

CLC President Claude Jodoin told delegates that Canadian trade unionists and their families had annual disposable incomes totalling \$3-4 billion. "If only a part of these hundreds of millions of dollars were spent on union label goods and services, we could have a tremendous influence in raising and maintaining standards of organized workers."

Donald MacDonald, Secretary Treasurer of the CLC, took up a similar theme in his address, urging selective

The resolutions committee rejected suggestions from Toronto, Hamilton and Oshawa locals that a cost-of-living escalator clause be sought in all new contracts.

### \$1 Million a Month

If the American steel men support the move for a strike fund that originated at the policy conference of the United Steelworkers of America, April 21-22, in Winnipeg, the union will start collecting \$1 a month from 120,000 Canadians and 880,000 Americans before Christmas.

The strike fund could build up at the rate of \$1,000,000 a month, and provide the union with an important bargaining tool.

### Pledges U.S. Support

Joseph Germano, Director of the Steelworkers' 125,000-member Chicago district, told Canadian reporters that the U.S. organization will help Canadian Steelworkers to full wage equality between the United States and Canada.

"When we voted on our southern differential, the Canadians helped us with moral support, and we are going to do everything in our power to help you up here now," Mr. Germano said.

The difference between American and Canadian Steelworker's wages is estimated as \$1.25 an hour.

## CMA Finds U.S. Guidelines A Sore Spot

"Canada should be completely exempted from the so-called guidelines which Washington is seeking to have applied in its efforts to balance its international books," H. B. Style, President of the Canadian Manufacturers' Association told the Manitoba Branch of the CMA at a meeting in Winnipeg in March.

Mr. Style sees no reason why Canada should suffer from Washington's policy of "so-called voluntary restraint," under which U. S. parent companies are being urged to conduct the operations of their foreign subsidiaries in such a way as to maximize their purchases from the United States but to minimize shipments to the U.S.

Owing to an increase of 12 per cent in the value of Canada's merchandise imports last year—more than twice as much as the gain in the value of its merchandise exports—there has been much discussion about the impact of rising imports upon the Canadian economy, said Mr. Style.

The volume and character of this trade depends to a large degree on the economics of manufacturing, he said. How important a factor this is can be demonstrated by figures released by the U.S. Department of Commerce, showing that no less than 46 per cent of all Canadian imports from the U.S. were made up of items flowing directly from the U.S. parent companies to their subsidiaries in Canada.

### Canadian Imports

Since Canadian total U.S. imports that year had a value of \$5.2 billion, this meant that the purchases of these Canadian subsidiaries of U.S. parents equalled \$2.4 billion. "To put the point even more forcefully, this figure of \$2.4 billion added up to no less than 31 per cent of all Canadian imports," Mr. Style said.

He stressed that U.S. interest lies in repatriating as many American dollars as it can and encouraging the foreign subsidiaries of U.S. parent companies to do more of their buying from their parents

*Continued on Page 326*

## Toward more effective manpower adjustment

Hon. Jean Marchand, Minister of Citizenship and Immigration, told the annual meeting of the Personnel Association of Hamilton in March that management must reassure employees about their place in a changing technology or lose their co-operation on problems stemming from technological change.

The Minister said that, to be successful, a manpower adjustment program at the plant or industry level should meet the requirements for new occupational skills, allow for the adjustment of individuals to changing work situations, and maintain a constructive labour-management relationship.

Mr. Marchand believes that the parties in a collective bargaining relationship should jointly research the problems of manpower adjustment. He said that joint consultation and participation in manpower planning could contribute much to the workers' understanding of technological change, as well as create a positive atmosphere for developing job security measures.

He stated further that effective collective bargaining depends on getting an objective appraisal of all the facts, and

that this appraisal could be obtained only through research programs sponsored by both parties to the collective agreement. Its aim would be to unearth data which could be developed and analyzed away from the destructive pressures of the bargaining table.

He reminded his audience that the federal Government is prepared to finance 50 per cent of the over-all cost of such a research program, "provided that where a collective bargaining relationship exists, the program is a result of joint consultation between the parties."

He said that when the Government established the Manpower Consultative Service in 1963 (L.G., Nov. 1963, p. 999; June 1964, p. 460) it demonstrated recognition of its responsibility to provide assistance to industry and labour for manpower adjustment problems.

"The basic objective of the new Department of Manpower will be to bring together people and opportunity," concluded Mr. Marchand. "We must make opportunity a living reality in the working lives of many more Canadians, if Canada is to achieve full employment, national growth and social progress."

## Canada's educationally handicapped—who are they?

Canada's educationally handicapped are the men and women who did not go beyond Grade 8 in their schooling, says Prof. Timothy Reid, a lecturer in Economics, and the Co-ordinator of Secondary School Affairs at York University, Toronto. Speaking to a conference on "The Automation Challenge" sponsored by the Labour College of Canada and the Workers' Educational Association in Toronto during March, Prof. Reid said that a person in this category is handicapped for two reasons. His low level of formal education is first a barrier to getting a job, and then, a continuing barrier to his being paid enough so that his wife and children can join the "affluent society" around them.

Prof. Reid pointed out that even though 96 per cent of all married men participate in the labour force, this still leaves over 100,000 married men with no recorded desire to work and no income from work. Similarly, the statistic

that 2 per cent of the married men in the labour force are looking for jobs and cannot get them means that 60,000 men, each with a wife and children, have no income from work.

"As long as the principle exists that 'work' should be the only moral certification for 'income', a person's income is closely tied to his level of education," he said.

The educationally handicapped account for well over half of Canada's unemployed and constitute 60 per cent of all welfare cases, Prof. Reid said. In the world of automation, an inadequate education will mean a life of poverty. "The rags-to-riches story of a boy with Grade 8 education starting as an office boy and becoming company president is today a monstrous myth—and it will be nostalgic nonsense in the age of automation."

## Income tax increased on higher incomes

Personal income tax was increased by varying amounts on medium and higher incomes, and reduced slightly on low incomes, effective June 1, by changes announced by the Hon. Mitchell Sharp, Minister of Finance, in his budget speech in the House of Commons on March 29. It was estimated that the changes would produce an additional \$140,000,000 of revenue in the 1966-67 fiscal year, and \$210,000,000 in a full year.

The changes were to be made by substituting a 20-per-cent reduction in income tax for the 10-per-cent reduction introduced last year. But whereas the previous limit of the tax reduction was \$600, the new limit is \$20.

The net effect of these changes will be that single taxpayers with incomes of \$2,500 or less, and married taxpayers with two dependent children and incomes of \$4,000 or less, will pay slightly less income tax. All taxpayers with higher incomes than these will pay more.

Regulations regarding charitable donations are made stricter, in that only donations to charitable organizations that register and file annual returns of information will be deductible for income tax purposes. Donations to certain charitable organizations outside Canada will also be allowed as deductions.

Measures designed to contain inflation by encouraging business concerns to postpone capital outlays, included a special refundable tax of 5 per cent on corporations' cash profits above \$30,000 (bearing 5 per cent interest), payable for 18 months beginning May 1; and a reduction in capital cost allowances for the next 18 months on most building and machinery items.

A postponement of 10 per cent of the construction program of federal departments intended for the 1966-67 fiscal year was also announced as a measure aimed at checking inflation.

The sales tax on production equipment and machinery is to be reduced to 6 per cent from 11 per cent on April 1, 1967 and eliminated entirely on April 1, 1968. The sales tax of 11 per cent is removed immediately on production machinery and tools used for shaping and moulding materials.

The budget forecast an increase in gross national product of 8½ per cent this year, slowed down from 9 per cent by budget changes.

A budgetary deficit of \$150,000,000, based on expenditures of \$8,450,000,000 and revenues of \$8,300,000,000, was forecast for the 1966-67 fiscal year.



## Agreement signed by Quebec civil servants

A strike of Quebec provincial civil servants was averted by a last-minute settlement between the Government and the *Syndicat professionnel des fonctionnaires provinciaux (CSN)*, that has bargaining rights for 40,000 civil servants and manual workers. About 65 per cent of the Government employees voted in favour of the two-year contract, the cost of which the Government estimates at \$20,000,000.

Average salary increases under the agreement will amount to \$342 in the first year and \$162 in the second year. Manual workers will get an average increase of \$504 in the two-year period. Part-time employees will receive an increase of five cents an hour in the fiscal year 1966-67 and six cents in 1967-68. Employees who work more than 32½ hours a week will be paid overtime at the rate of time and a half.

A feature of the agreement is that it adopts the Rand Formula, under which all civil servants must pay dues whether they belong to the union or not.

## N.S. Government survey examines collective agreements

About 57 per cent of organized labour covered by collective agreements have a normal 40-hour work week or less, according to a Nova Scotia Department of Labour pilot survey of 150 collective agreements.

The survey, conducted by the Economics and Research Division of the Department, examined collective agreement provisions under three headings—union security, employees' security and economic factors.

It was disclosed that about 71 per cent of the agreements were to remain in effect for two or three years, and that the Rand Formula, which provides that the employer must deduct an amount equivalent to union dues by check-off from all employees in the bargaining unit, applied in 25 per cent of the surveyed agreements.

In 36 per cent of the contracts, check-off of union dues was compulsory for all employees within a bargaining unit. In the trade industry it was higher, owing to the fact that almost one half, or 45 per cent, of the agreements provided for compulsory check-off of union dues for all employees within the unit.

Under employees' security, the provisions showed that when promotions,

A condition of its adoption, however, is that the union must prove that it represents 70 per cent of those eligible for membership.

One of the conditions of the contract is that a new classification system for civil servants will be put into effect in November.

In future, when promotions are being made, only employees at the top of the list of successful candidates will be considered. In the past, the Government selected candidates for promotion from the whole list of those who had passed the examination. The new method is intended to do away with favouritism.

The agreement also provides permanent employment for government employees who have successfully completed a trial period. Newly hired manual workers, if found suitable, will be made permanent after a short period of time; and other civil servants will be hired on a three-months basis. As recently as six years ago, it was usual for civil servants to expect dismissal whenever there was a change of government. The agreement will provide security against this practice.

layoffs or rehiring are to take place, the majority of employees will stipulate that seniority be considered along with other factors. And about half of the contracts called for plant seniority, whereas 11 per cent had no seniority provisions.

On the subject of economic factors, the survey pointed out that approximately 66 per cent of agreements provide for eight to nine public or paid holidays a year. The most common rate for time worked on a paid holiday is double time, and 76 per cent of the agreements provide for more than one week's vacation with pay a year. For work in excess of normal daily or weekly hours, the survey revealed that almost 73 per cent, or 109 agreements, call for time-and-one-half.

Nova Scotia's Minister of Labour N. Layton Fergusson, who released the results of the pilot survey, said that a comprehensive study of collective agreements currently in effect in the Province will be made this summer by the Economics and Research Division. The study is being devised to analyze working conditions and fringe benefits, and to help forecast the impact on collective bargaining of technological and economic changes.

## Retraining and further training

A report titled, "*Retraining and Further Training*" by Dr. Gil Schonning, Assistant Director of the Economics and Research Branch of the Department of Labour, was published a short time ago by the Manpower and Social Affairs Committee of the Organization for Economic Co-operation and Development, as part of a study of various aspects of vocational training undertaken by the Committee.

The preface to the report says, "Dr. Schonning's report is a pilot project, based on a series of case studies in six countries . . . It describes how retraining was carried out to meet technological changes in a number of typical enterprises. It seeks to show the respective roles which have to be played by the government, the undertaking and the individual in the adaptation of workers whose skill, through no fault of their own, has become out of date."

The report is divided into three parts. Part I describes the study on which it was based and the way in which it was carried out, and outlines some of the results obtained. Part II is a summary of the six case studies comprising the study; and Part III gives a separate description of each of the studies.

The case studies were conducted in six countries: The United Kingdom, Sweden, the United States, the Federal Republic of Germany, the Netherlands, and Canada. The subject of the Canadian study was the experience of a paperboard mill.

## International Council of Women holds meeting

The 18th Triennial Council meeting of the International Council of Women was held in Tehran on May 14-16.

Representing autonomous organizations of women in 56 countries, ICW is a non-governmental body in consultative status with the United Nations Economic and Social Council, and has contributed statements to specialized agencies of the United Nations on a wide variety of social matters.

The 10-member Canadian delegation was headed by Mrs. H. H. Steen of Vancouver, president of the National Council of Women of Canada.

Theme of this year's meeting was "Ancient Values in Modern Settings." The Council reviewed 1963-1966 action and made plans for the next three years.

## B.C. third province to set up women's bureau

Mrs. Christine Waddell, industrial relations officer with the Women's Bureau of the B.C. Department of Labour, has been appointed Director of the Bureau, the Minister of Labour, Hon. Leslie R. Peterson announced in May.

British Columbia is the third province to establish an agency for the handling of questions related to women workers. A Women's Bureau was set up in the Ontario Department of Labour in 1963 and a similar service was organized in the Saskatchewan Labour Department in 1964.

Addressing the Legislative Assembly earlier this year, Mr. Peterson traced the steps leading to the establishment of this branch, from the initial appointment of Mrs. Christine Waddell as an industrial relations officer a year ago (L.G., April 1965, p. 310). That appointment was made, he said, to bring about a wider understanding of the contribution of women's employment, made necessary in the face of steadily increasing women's participation in the labour force of the province.

The work of the new bureau will be the study of legislation affecting women, the compilation of information concerning the age composition of the female labour force of the province, training

and employment opportunities for women workers, and benefits and practices affecting them. The results of its studies will be available to employees, trade unions, employers and other interested groups. In the course of its work, the bureau will establish connections with public and private agencies, women's groups, employer organizations, the federal Department of Labour and other provincial departments of labour in order to facilitate exchange of information concerning women in employment.

Mr. Peterson expressed appreciation for the assistance and guidance given by the Director of the Women's Bureau, Canada Department of Labour, in formulating terms of reference for the new branch.

The Nova Scotia Minister of Labour, Hon. N. Layton Fergusson, recently announced the appointment of Mrs. Jean Dobson to the post of administrative secretary of the Department. She has served several years as a departmental economist.

## Change in regulations for moving grants

Changes in the regulations for moving grants to workers thrown out of jobs by the closing or cutback of major industries in small communities were announced during April in the House of Commons by Hon. Jean Marchand, Minister of Citizenship and Immigration.

He told the Commons that the Manpower Mobility Program, which went into effect last year (L.G., June 1965, p. 486), provided grants to move workers to new jobs only if they had been employed for four of the previous six months.

Under the change, the Minister is able to designate areas in which workers will be eligible for grants without the waiting period. The resettlement allowance can now be made in a matter of days after employment has been found.

## Trade unionist dies in Brussels

Walter Schevenels, General Secretary of the European Regional Organization of the International Confederation of Free Trade Unions, and Secretary of the Trade Union Advisory Committee of Organization for Economic Co-operation and Development, died in Brussels on March 6. He was 71 years old.

## Industrial fatalities annual report in July

The Department of Labour received reports on 1,263 employment fatalities in Canada during 1965, the Economics and Research Branch says in its annual review. The revised total for 1964 was 1,320.

The annual review of industrial fatalities was previously published in the May number of the *LABOUR GAZETTE*. This year the review has been expanded—it covers employment injuries, non-fatal and fatal, and includes more statistical tables than formerly—and will be published in the issue one month later, which, because of the change in dating that took effect with the January-February number, will be the July issue.

## Competition keen for farm labour

Canada's buoyant economy and high employment are creating greater competition for seasonal farm labour, Tom Kent, Deputy Minister of Citizenship and Immigration, told a March meeting of the National Agricultural Manpower Committee in Ottawa. Mr. Kent, chairman of the Committee, said that efforts to recruit farm workers during harvest time must be redoubled.

Most of the provinces are anticipating a shortage of seasonal workers, but delegates from Saskatchewan and Manitoba expressed more concern over the lack of specialized workers. Ontario, Alberta and Saskatchewan have made plans to increase their employment of Indians.

To help the critical situation, the National Employment Service is setting up a number of temporary offices, and is planning to visit new recruitment areas, such as the outports of Newfoundland. Mr. Kent stressed the importance of the federal Government's having a "one-agency" approach to farm manpower to ensure co-ordination with provincial programs.

He also urged delegates to meet at least twice a year.

Future meetings are expected to discuss expanded training programs, and intensive study of wages and working conditions, fringe benefits, and continuity for seasonal and short-term work.

This latest meeting was attended by provincial Deputy Ministers of Agriculture, federal Deputy Ministers of Agriculture and Labour, and other senior officials of federal and provincial Departments.

## Canada will play host to 24 countries

Canada will play host to 24 countries from North and South America and the Caribbean, when about 400 delegates, advisers and observers converge on Ottawa, September 12-23, for the 8th American Regional Conference of Member States of the International Labour Organization.

The Conference will open its plenary session in the House of Commons. There will be two technical committees, one on manpower planning and employment policy in economic development, and the other on the role of social security and improved living and working standards in social and economic development. The Conference will also debate the Director-General's report concerning current labour problems and the progress made since the last Conference five years ago.

Each country is expected to send a tripartite delegation consisting of two Government delegates and one delegate each to represent Employers and Workers.

This is the first time the Conference has been held outside of Latin America.



## **Fringe benefit "first" in collective agreement**

Municipal employees in Kapuskasing, Ontario, have achieved a Canadian fringe-benefit "first" in a collective agreement.

The agreement, between the town and Canadian Union of Public Employees, Local 369, provides that if any social legislation enacted results in reduced employer contributions to existing health or welfare programs, these reductions will be used to increase other employee benefits.

The agreement also calls for an across-the-board wage increase, raising the rate for labourers to \$2.62 by May 1, 1968. The increase is in four 13-cent stages, effective February 1, 1966, November 1, 1966, August 1, 1967, and May 1, 1968.

The contract covers 40 clerical and manual workers and is effective until January 31, 1969. Salaried employees get a monthly increase of \$90 in four \$22.50 stages.

## **Canadian woman wins photogrammetric award**

Mrs. J. F. Fleming, a member of the staff of the Department of Mines and Technical Surveys, was recently named by the American Society of Photogrammetry as winner of an award for a paper on solar altitude nomograms, presenting a solution to some problems of converting aerial surveys to maps. Mrs. J. F. Fleming is the first Canadian and the first woman to win such an award from the Society.

The paper also contained a conversion table of longitude to time, and photo templates, or patterns, for wide-angle and super-wide-angle survey cameras. Copies have been requested by photogrammetrists around the world. Mrs. Fleming holds a degree in mathematics and physics from the University of British Columbia and had done scientific research at the National Research Council.

## **Women medical students on the increase**

*The Canadian Medical Association Journal* recently published results of a survey of women medical students and graduates in Canada undertaken by Dr. Carol Buck, Dr. Mary Scofield and Dr. O. H. Warwick of the University of Western Ontario in London. The survey shows that women now account for 11.4 per cent of the student body in Canadian

medical schools, compared with 7 per cent eight years ago.

The survey further revealed that the presence of young children was the most important factor in determining married women doctors' decisions to stay in medical work. Ninety-five per cent of the graduates who were unmarried were in full-time practice, and 63 per cent of the married women without children, and 49 per cent of the women with children were actively pursuing their medical career.

## **Labour-management panel endorses "Utopia"**

A vision of a Utopian existence emerged from a recently completed year-long study by the 14-member National Commission on Technology, Automation and Economic Progress in the United States. The group was created by Congress and appointed by President Johnson to study technological unemployment and related problems (L.G. 1963, p. 1070).

The Commission predicted that by 1975, 42,800,000, or one out of two workers in the United States, will wear a white collar. This would be up 38 per cent from 31,200,000 in 1964, with the biggest increase in demand for professional and technical workers.

The number of blue-collar workers in 1975 will total 29,900,000, an increase of 17 per cent from 25,500,000 in 1964. There will, however, be almost no increase in the 3,600,000 common labourers now employed, the study said.

Total employment in 1975 is forecast at 88,700,000, an increase of 26 per cent from the 1964 level of 70,400,000.

Among the recommendations in the 210-page report were:

- a minimum of \$3,000 a year for every U.S. family;
- a government-sponsored job for the hard-core jobless;
- free education for two years after high school graduation;
- regular "white-collar" salaries for "blue-collar" workers;
- increased social security benefits, and reformed and more generous public welfare programs.

Almost every recommendation drew unanimous support from the panel, which included prominent citizens of diverse viewpoints such as board chairman Thomas J. Watson Jr. of International Business Machines Corp., and Walter P. Reuther, president of the United Auto Workers Union.

## **First claim authorized under Canada-U.S. pact**

Approval of the first claim for financial assistance because of hardship inflicted as a result of the Canada-U.S. auto free trade agreement, (L.G., Jan.-Feb., p. 13) was given by the U.S. Government in April. It involves the payment of federal aid to 200 employees of the Ford Motor Company parts depot at Pennsauken, N.J., who were laid off because of the transfer of operations to Canada.

The workers are eligible to receive supplementary state unemployment benefits up to \$67 a week. The total cost to the Government will not be large, because most of the men have found employment elsewhere.

For the United Automobile Workers, which filed the original claim, it represented an important test case of the adjustment assistance provisions that apply both to companies and employees who suffer hardship as a result of the agreement.

## **U.S. on-the-job training approved for 104,000**

In the three years in which on-the-job training under the United States Manpower Development and Training Act (L.G. 1963, p. 280) has been in effect, training for 104,000 persons has been approved, a recent report states. Of these, 30,000 have completed training, and 90 per cent have been hired by the employers giving the training.

The report says that on-the-job training is probably the best tool for matching men and jobs—a function that is becoming increasingly important as the economy moves toward full employment and skill shortages intensify.

## **Appointed to Human Rights Commission**

Ethel McLellan, Director of the Women's Bureau, Ontario Department of Labour, has been appointed a member of the Ontario Human Rights Commission. The appointment was announced in February by the Hon. H. L. Rountree, Ontario's Minister of Labour.

The Commission seeks to guarantee equality of opportunity in employment and public accommodation. It maintains that all people are free and equal in dignity and rights.

Mrs. McLellan has been working closely with the Commission on matters concerning discrimination and equal employment opportunities for women.

## B.C. mechanical construction industry studies manpower supply and demand

The main challenge now facing labour and management in the mechanical construction industry of British Columbia is how to get the men now working in it more fully occupied, according to a recently published study that was commissioned by the trustees of the Journeymen Training and Industry Promotion Fund of the pipefitting industry of British Columbia.

The study, "An Assessment of the Skilled Manpower Requirements of the Mechanical Construction Industry of British Columbia 1970," was carried out by Joseph B. Ward and Associates (Intl.) Ltd., consulting economists and engineers, and John de Wolf, consulting economist.

The Journeymen Training and Industry Promotion Fund is described in the introduction to the report as "a joint effort of management and labour created to provide the means of coming to grips with difficulties which beset the mechanical and plumbing contractor and his employees." It was established in a collective agreement signed by the Mechanical Industrial Relations Association, the bargaining agent for the contractors, and local 170 of the United Association of Journeymen and Apprentices of the Plumbing and Pipefitting Industry, which represented the employees.

"For the union and its membership, opportunities for higher annual incomes lie primarily in the lengthening of the effective man-year," the study says. "This process appears most clearly possible through the diversification and upgrading of skills.

"For management in the industry, the opportunity exists to meet increased construction demand to 1970 without serious disruption because of manpower shortages or manpower deficiencies. This disruption may be avoided, in part, by an attack on the problems of frictional unemployment through measures in manpower allocation and utilization."

### No Contradiction

The report says that these objectives for labour and management are not contradictory, but that they suggest new avenues of joint effort and co-operation. "The foundation of co-operative programs already achieved in the industry suggest the framework in which they can be met."

Notwithstanding what has been said by federal and provincial governments in Canada about a shortage of skilled manpower in a number of trades, the study

insists that in this particular branch of the construction industry there is at present no shortage. On the contrary, there is a surplus of manpower, and there is no reason for trying to bring more skilled workers into the industry.

The study contends, however, that there is a need for readjustments in the use of manpower in the industry. For example, a "commercial" plumber, steamfitter or sprinkler fitter journeyman with experience in more than one line of work may be employed throughout most of the year. On the other hand, a more narrowly specialized "industrial" pipefitter or welder—whether journeyman or otherwise—who is qualified in only one line, may be employed for little more than half the year.

### Imbalance

"It is in these areas of supply/demand imbalance, and not in a manpower shortage *per se*, that the deficiencies of the industry's manpower resource arise," the report says.

"While a part of the manpower underutilization is caused by seasonal variations and chronic and voluntary unemployment, the bulk of the annual time loss—estimated at the equivalent of three months—stems from frictional unemployment: the time lost between jobs. . . . It was this degree of frictional loss that contributed largely to rates of unemployment in the total manpower resource of 6.3 per cent in September and 8.9 per cent in October.

"From two surveys conducted during this two-month period, it was the 'one skill' and 'industrial' craft workers who suffered most heavily from both the incidence and severity of unemployment. In all craft groups, it was the 'two skill' workers who suffered least."

The report reaches the conclusion that, by 1970, "the net shortage among total manpower resource will be severe only if the present man-year of 1,244 man-hours is not increased through more effective utilization. Given this increase to an average of 1,525 man-hours (or 1,400 man-hours in 'industrial' trades and 1,700 man-hours in 'commercial'), and allowing for a moderate increase in productivity, the net shortage of skilled manpower in the industry will be 125 men. If, however, the present utilization level is allowed to persist, the net shortage will be 849 men."

### Recommendations

The study recommends three measures designed to restore the balance between

the supply of manpower and the demand for it by 1970:

- in recruiting apprentices over and above contractual levels, priority should be given, first, to plumber apprentices and second, to steamfitter apprentices with no change in the present ratio of sprinkler fitter apprentices;

- certain transfers into commercial construction by holders of travel cards and permits with basic 'commercial' skills, as demand arises;

- establishment of retraining programs to correct the remaining lack of balance between supply and demand by increasing mobility of workers between basic craft groups.

The report remarks that "as the diversification of skills appears undeniably to be the surest protection against protracted periods of frictional unemployment (as well as a basis for improved manpower allocation to maintain a running equilibrium), a substantial increase in training programs leading to added proficiencies and certifications by individual workers is recommended for the existing 'one skill' bulk of the manpower resource." It advises strongly against bringing any more 'one skill' recruits into the industry.

## David Dubinsky resigns as President of ILGWU

David Dubinsky, president of the International Ladies' Garment Workers' Union resigned in New York City on April 12, after 34 years as president of the 360,000-member union.

During his long term in office, Mr. Dubinsky helped his union weather an anti-trust charge, an accusation of racial discrimination within the ILGWU and an effort to divide the union by formation of a union-within-the-union.

Mr. Dubinsky can look back on the creation of a national retirement fund, considered by him to be a major landmark in the union's welfare program. He also established a "master-agreements department" to deal with the large concerns that have developed in the industry, and guidelines for future collective bargaining.

Secretary-treasurer Louis Stulberg, a Polish-born ex-cutter, who has worked closely with Mr. Dubinsky since 1959 overseeing the union's business empire, has been named as successor.



# Migrant Flow Important to Canadian Economy

If net emigration becomes three-quarters of net immigration, assuming that the wealth and occupational status of migrants remain constant, Canada will experience a "balance" in dollar terms from its migrant flows, although it chalked up a gain in the 1951-61 decade, Prof. Bruce W. Wilkinson, Department of Economics and Political Science, University of Saskatchewan, said in a report titled, *Studies in the Economics of Education*. A loss would be inevitable if net emigration passed the three-quarters level of immigration.

Published as No. 4 in the Occasional Papers series by the Economics and Research Branch of the Department of Labour, the report states that net migration "has clearly been an important source of human, physical and monetary capital to the Canadian economy in the decade beginning in mid-1951.

"From these observations," he continued, "it should be evident that it is important to look beyond the absolute numbers of persons involved in international migration and consider the dollar values of the human capital flows as well."

Prof. Wilkinson outlines a "phenomenal acceleration" in the growth of both educational enrolment and expenditure in Canada during the past two decades. From 1943-44 to 1953-54, elementary and secondary school enrolments in Canada rose from 2,061,000 to 2,709,000, an increase of 648,000. The next 10 years witnessed an expansion of four times this amount, bringing the number of students to 4,790,000. The author also noted the rapidly rising increase in full-time university enrolment—from 36,000 students in the early years of World

War II to 158,000 in 1963-64, an increase of nearly 440 per cent.

The percentage increases in spending have been even greater, the author said. In the 20-year period, 1943-1963, outlays for formal education rose from \$218 million to \$2,479 million, an expansion of 1,137 per cent.

These increases were not confined to purely academic schools and universities. Since the passing of the Technical and Vocational Training Assistance Act in December 1960, federal approval has been granted for the building or improving of 730 technical and vocational high schools, trade schools and technological institutes. By mid-1965, an additional 250,000 students were provided with accommodation at an estimated construction cost of \$800 million.

## End Not in Sight

Nor is the end of this mammoth expansion in sight. A table reveals that outlays for 1971 in constant 1957 dollars, are expected to more than double their 1961-62 levels, and by 1981 will be much more than three times the amount of two decades before.

The author said that economists are now devoting considerable attention to this part of the economy that, in Canada, accounts for approximately 5 per cent of the gross national product, and is expected to rise to 7 per cent within 10 years.

Chapter 1 reviews and assesses the major avenues economists have followed while drawing a parallel between education and economic growth. Chapter 2 estimates the human capital investments represented by Canadian immigration and emigration. It also considers the

dollar magnitudes of these movements of people, in relation to each other, to total educational outlays and to other pertinent economic magnitudes.

Chapter 3 contains a discussion of two methods of determining how much and what type of education and training the Canadian labour force requires. Several factors influencing the level of education that employers expect of potential employees are examined. Conclusions are then drawn regarding the merits of further research using these methods.

Prof. Wilkinson explains that throughout the two empirical chapters little attention is given to developing comprehensive public policy recommendations. Emphasis is placed upon the development of the techniques of investigation. It is the author's hope that this development will assist in focusing the reader's attention on the many questions that remain unanswered, thus stimulating much additional research into the relationship between education and economic growth.

The Department's series of "occasional papers" contain the results of special technical or semi-technical studies undertaken from time to time in the course of research carried out by the Economics and Research Branch, the complete results of which are not included in the Branch's regular series of reports.

The authors of these papers explore many aspects of their research findings and assume responsibility for the statements made and opinions expressed; these should not be interpreted as official thinking or policy of the Department.

The report is available from the Queen's Printer, % Superintendent of Government Publications, Ottawa. Price \$2.50. Catalogue No. L2-26/4.

## GNP Momentum Continues To New High

The momentum that has carried the Gross National Product to successive new high levels since 1961 continued throughout 1965, when a 9.7 per cent increase raised the current dollar value to \$52.0 billion, the Dominion Bureau of Statistics reported.

Price increases have become evident in the economy as it moved closer to full utilization of its resources, the report continued. There was a 3 per cent increase in price levels generally last year, and this reduced the 9.7 per cent gain in total output to about 6.6 per cent in real

terms—that is, in actual volume, after having discounted the price rise.

"The year as a whole saw gains over a wide range of economic activity," the DBS report said. "The scene was perhaps dominated by the strength of investment in non-residential construction, and in machinery and equipment, which were 17 per cent above 1964 levels, with particular emphasis in the manufacturing industry and in electric power, gas and water utilities.

"The capacity of the construction industry was strained during the year, for

in addition to business construction, Government outlays on new fixed capital rose steeply. These latter outlays are included in overall Government expenditure on goods and services, which rose by 11 per cent, with the main impetus coming from the provincial and municipal Governments.

"Personal consumption once again accounted for the major part of the gain in Gross National Product, as the increase of 8 per cent, buoyed by rapidly rising labour income and expansion of credit purchasing, contributed \$2.4 billion to-

ward the total increase in the Gross National Product of \$4.6 billion.

"The demand for goods and services increased at the same rate, although within goods, the relative strength of demand for durable goods was more pronounced, particularly for automobiles, sales of which continued to increase strongly for the fourth successive year.

"In response to the high level of demand, labour income rose rapidly throughout the year to average 11 per

cent above 1964. The increase was attributable to expanded employment opportunities, and to wage rate increases in excess of those experienced in the previous year.

**Acceleration Observed**

"Some acceleration of price increases was observed in 1965, as well as a broadening of the areas over which these increases were being experienced. In the

consumer field, price increases in food and services were most significant, and price increases in construction appeared to be appreciably higher in non-residential work.

"Although price increases were more widespread in 1965, certain price reductions should be noted in the selling prices of the motor vehicle industry, petroleum refineries and sugar refineries," it was reported.

# ILO Criticizes Apartheid Policy In South Africa

A special report issued by the International Labour Office in April says the labour policies associated with *apartheid* are "a built-in inflationary factor" in the South African economy.

The report, second of a series submitted each year to the International Labour Conference by ILO Director-General David A. Morse, was prepared in accordance with the Declaration concerning the Policy of *Apartheid* adopted by the Conference in 1964 (L.G., Mar. 1964, p. 208; Aug. 1964, p. 687). The first report outlined possible policies and measures needed to complement the ILO program for the elimination of *apartheid* in labour matters.

In addition to examining the economic consequences of *apartheid*, the second report reviews recent steps in implementing the policy of *apartheid* and summarizes the latest development in the United Nations and the ILO regarding South Africa.

**Information from Other Sources**

Because the South African Government has failed to respond to ILO requests to report annually on South African law and practice in regard to the abolition of forced labour and of penal sanctions, freedom of association and collective bargaining and the elimination of discrimination in employment, the information was received from other sources.

In its final chapter the report brings out the need for a radical change in race relations in South Africa as being necessary for the country's economic and social growth, and emphasizes the contribution that a South Africa free of *apartheid* could make to the development of the African continent as a whole.

Dealing with the economic issue, the report asserts that the policy of *apartheid* is a form of human waste in economic as well as social terms. *Apartheid* labour policies create or ag-

gravate shortages of labour. They perpetuate instability of manpower and low productivity, and they abstract from the economy a substantial volume of African labour.

**Hindrance to Labour**

The report said that these policies prevent labour from being used where it is needed on the sole ground of race; they artificially obstruct the flow of potential skilled manpower of which South African industry stands in growing need; and they contribute to the growth of bottlenecks in transport and other essential public services.

South Africa is aware of these contradictions, the report states. Industry has taken the main initiative in trying to

remove or to alleviate them, and although the recognized trade union movement is divided in principle, white trade unions in practice appear willing to attempt to change, provided that the white worker's position of privilege is assured.

The Government also is prepared to admit a certain degree of flexibility in the application of the colour bar, and there is growing evidence that, in the absence of a sufficient supply of white workers, non-white labour is moving into jobs previously reserved for whites.

But in view of the ultimate political implications of the rise of non-white workers in the industrial hierarchy, the report said, the Government seeks to keep this movement under control—even at the expense of greater prosperity.

## Wage Schedules Prepared In March

During March, the Department of Labour prepared 271 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada, for works of construction, remodelling, repair or demolition, and certain services. In the same period, 150 contracts in these categories were awarded. In addition, 126 contracts that contained the General Fair Wages Clause were awarded by Central Mortgage and Housing Corporation, The St. Lawrence Seaway Authority and the Departments of Defence Production, Northern Affairs and National Resources, Post Office, Public Works and Transport.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned or to others who have a *bona fide* interest in the execution of the contract.

Contracts awarded in March for the manufacture of supplies and equipment were as follows:

Department	No. of Contracts	Aggregate Amount
Defence		
Production	144	\$1,926,319.00
Northern Affairs	1	695,709.00
Post Office	6	243,520.00
RCMP	10	575,867.72

During March, the sum of \$6,906.00 was collected from 14 contractors for wage arrears due their employees as a result of the failure of the contractors, or their subcontractors, to apply the wage rates and other conditions of employment required by the schedule of labour conditions forming part of their contract. This amount is for distribution to the 205 workers concerned.



## *Problems of Women Workers Studied*

### *By ILO Meeting of Consultants*

At the moment, the world is paying a very high price for the under-utilization of its womanpower and it would be unfortunate if effective means of action were not found to enable women to make a fuller contribution to economic and social development.

This was one of many points that emerged from a meeting of Consultants on Women Workers' Problems convened in Geneva by the International Labour Organization late in 1965.

The meeting drew a number of conclusions after detailed examination of the three items on the agenda: Vocational Guidance and Training of Girls and Women; ILO Action in relation to the Economic and Social Advancement of Women in Developing Countries; and Application of ILO Standards Relating to Women.

#### **Vocational Guidance and Training**

The consultants noted that although substantial progress had been made in many countries to extend, improve and vary vocational guidance and training facilities for girls and women, the situation remained unsatisfactory in many parts of the world, in developed as well as in developing countries.

They found that although this was partly the fault of girls and their tendency to be satisfied with a shorter period of training, it was due also to the persistence of obsolete notions concerning the nature of women's contribution to the economic and social life and of discrimination against them in the world of work.

The meeting invited the Governing Body of the ILO to place this question on the agenda at an early session of the International Labour Conference with a view to adopting an international instrument, supplementing and completing the Vocational Training Recommendation, 1962.

The delegates urged the ILO to undertake research in a number of specific fields, such as economic returns from the training of girls and women, and the

access of girls and women to apprenticeship, and to make the information widely available.

Regarding technical co-operation, the consultants recommended increased concentration on the development of expanded and more varied training opportunities. They expressed the hope that the Director-General would consider undertaking a few selected and planned pilot and demonstration projects for the vocational guidance and training of girls and women and of setting aside, under the ILO Regular Program of Technical Assistance, a reasonable amount of funds for such projects.

#### **ILO Action**

The consultants also urged the Director-General of the ILO to take steps to ensure that projects undertaken in the human resources development programs were aimed at raising the economic and social status of women as well as men. They called for an awareness by ILO technical co-operation experts in all fields of the potential of womanpower for national development.

The consultants thought that larger numbers of qualified women experts should be recruited for technical co-operation work, and not exclusively for work in fields of special concern to women workers.

As for fellowships, they expressed the hope that the Director-General would consider creating a special program that would make it possible each year for a certain number of women from developing countries to obtain advanced training abroad.

They expressed the hope that the International Institute for Labour Studies, established by the ILO, would organize study cycles on women's participation in, and contribution to, national development, and would include such a cycle in its program of activities in the near future.

The meeting noted that considerable progress had been made in applying the ILO equal remuneration standards,

which had a powerful influence on developments in many countries. It was observed that implementation of the standards had been and could be further facilitated by objective appraisal of jobs on the basis of the work to be performed.

Stress was laid on the need to keep the non-discrimination standards of the ILO, in their widest sense, under constant review and to use them to the utmost as instruments for educating public opinion.

#### **Application of Standards**

The consultants devoted attention to the application of ILO instruments relating to maternity protection. They noted that the recent survey carried out by the Committee of Experts on the Application of Conventions and Recommendations had brought to light the important progress made in this field in a large number of countries, and that maternity protection occupied an important place in the social policy, as well as in labour and social security legislation.

Consultants were in attendance from Belgium, Brazil, Canada, France, Israel, Japan, Liberia, Malagasy Republic, Mexico, Nigeria, Norway, Tunisia, U.S.S.R. and the United States. There was a representative also from UNESCO.

Several international nongovernmental organizations having consultative status with the ILO, sent observers to the meeting.

The consultants elected Miss Souad Jedidi, Officer of the State Secretariat for Public Health and Social Affairs, Tunisia, as Chairman. The Vice-Chairmen were: Mrs. J. Nousbaum, Director of Social Services for the Union of Textile Industries, France, and Miss Hilda Nevarez, Head of the Women's Section of the Mexican Confederation of Workers.

—ILO Information, December 1965.

By the staff of Women's Bureau, Department of Labour.

# *Widening Job Horizons for Blind Persons*

Technological advances in recent years have brought about changes in industry, business and science that offer possibilities for employment to disabled persons.

The introduction of computers has opened up new employment opportunities for blind persons in a field for which they have particular qualifications, and in which there is a shortage of qualified staff. The federal-provincial vocational rehabilitation program supports efforts being made to equip blind persons to take advantage of such opportunities.

## **Pilot Course Established**

The University of Manitoba has taken the initiative in developing a course in computer programming for blind persons. With the co-operation of the Canadian National Institute for the Blind, and with help under the Canadian Vocational Training Program, a pilot course was held last year at the University. Four students, all sponsored by the Federal-Provincial Vocational Rehabilitation Program, completed the course successfully and all are now employed in computer work. One was retained as an instructor at the University, one is employed by the Government of Saskatchewan, and one by the Ontario Hydro Electric Commission. The fourth has been hired as a computer programmer by the federal Department of Finance, and is working on the new Canada Pension Plan program.

## **Courses Continued**

The success of this pilot project has demonstrated the feasibility of computer programming as an occupation in which blind persons can compete successfully, and as a result, another course is now under way in which seven persons are enrolled.

## **NRC Aids the Blind**

Another program that is helping to open up possibilities for the training and

employment of blind persons is being carried out at the National Research Council in Ottawa, where James C. Swail, a research scientist, is working on the development or adaptation of instruments for the use of blind persons.

At a recent meeting of the Science Association at the National Research Council, Mr. Swail explained the work he was doing, and demonstrated a number of special aids for the blind, and changes in various meters and gauges that have been worked out to help such persons to perform various jobs.

## **Aids to Mobility**

Among the aids demonstrated was an aluminum folding cane that is rigid when opened, and is designed to replace the well known collapsible cane commonly used by blind persons at present. The old-style cane is not very satisfactory because of slackness in the joints, so the new one is designed to overcome this fault.

Three small directional devices were also displayed. One of these when in use emits an audible signal at regular intervals, thus enabling the user to move about freely from a given spot and return to it at will. A second device for the same purpose responds to a whistle that may be blown by a person in need of guidance. A third device, carried in the hand, warns the user by the quality of the sound it makes of an obstruction in his path.

## **A Braille Dot-Inverter**

Mr. Swail also demonstrated a small instrument known as a Braille dot-inverter. This device, which facilitates the making of diagrams, plans and maps, is widely used in schools and training centres. Braille, composed of dots punched with a stylus, must be turned over to be read, and must therefore be punched from right to left. This is a disadvantage

in making diagrams that the new instrument overcomes by first punching the dot and then raising it above the surface, thus eliminating the need to reverse the finished product. It is not used for books and printed matter because the dot-inverter works only on plastic, not on paper, and plastic would be too costly for a large volume of work. But for such printed material as street directions, plans of buildings, and laboratory drawings it is helpful.

## **Aids on the Job**

Many blind people are finding work as darkroom technicians in photographic establishments and hospitals, and a darkroom thermometer with a Braille scale and an audible signal has been invented for their use.

Another device that enables a blind person to pour liquids and determine the correct quantity was also among the articles on display.

Any carpenter or mechanic would appreciate the level which, turned on for use, emits an audible signal until it comes to a level position, when the sound stops.

## **Electronic Meters**

Various electronic meters have been fitted with Braille scales and sound signals. In many cases these adaptations are fitted to existing meters without interfering with the original scales, so that they can be used either by blind persons or by persons who can see.

Mr. Swail himself has been blind since the age of four, and his success is evidence of what can be done by blind persons who are placed in jobs for which their training and inclinations fit them. That he is devoting his time and talents to helping other blind persons to enter the labour market is a source of encouragement to all who are working to help the blind find a proper outlet for their talents, and satisfaction at becoming independent and contributing members of society.

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By the staff of Civilian Rehabilitation Branch,  
Department of Citizenship and Immigration.



# Employment and Unemployment in March

Employment in March, totalling 6,821,000, increased by an estimated 55,000 from February. Unemployment fell by 15,000 to 341,000, which was about the usual decrease for this time of year. The labour force increased by 40,000 to 7,162,000.

The unemployment rate in March was 4.8 per cent of the labour force, compared with 5.6 per cent in March 1965, and 6.8 per cent in March 1964. Seasonally adjusted, the March 1966 unemployment rate was 3.3 per cent.

Employment in March was 300,000 higher than the total a year earlier, and unemployment was 46,000 lower than in March 1965. The labour force, at 7,162,000, was 254,000, or 3.7 per cent, higher than a year earlier.

## Employment

Most of the 55,000 additional jobs during March were the result of seasonal expansion in non-agricultural industries. Farm employment showed little change. The number of employed men increased by 167,000, or 3.6 per cent, compared with March 1965; and the number of women employed increased by 133,000, or 6.9 per cent.

Total employment in March was 4.6 per cent higher than a year earlier, compared with an average annual increase of 2.5 per cent during the past decade. The largest increases occurred in the service and construction industries. Farm employment, at 475,000, was 63,000 below the total of March 1965. Employment was higher than a year earlier in all

regions, the gains ranging from 3.9 per cent in Ontario to 5.7 per cent in British Columbia.

## Unemployment

Unemployment declined by 15,000 between February and March, and the March estimate of 341,000 was 46,000 lower than that a year earlier. The largest decrease compared with March 1965 was among men of 25 to 44 years of age.

Of the total unemployed in March, 285,000 were men and 56,000 were women. Some 234,000, or 69 per cent of the total, had been unemployed for less than four months.

The review is prepared by the Employment and Labour Market Division of the Economics and Research Branch.

## Labour Market Conditions

Labour Market Areas	Labour Surplus				Approximate Balance		Labour Shortage	
	1		2		3		4	
	March 1966	March 1965	March 1966	March 1965	March 1966	March 1965	March 1966	March 1965
Metropolitan.....	2	2	6	10	4	—	—	—
Major Industrial.....	10	12	12	10	4	4	—	—
Major Agricultural.....	3	5	9	9	2	—	—	—
Minor.....	22	26	22	28	14	4	—	—
Total.....	37	45	49	57	24	8	—	—

# Classification of Labour Market Areas—March

	<i>Substantial Labour Surplus</i>	<i>Moderate Labour Surplus</i>	<i>Approximate Balance</i>	<i>Labour Shortage</i>
	<i>Group 1</i>	<i>Group 2</i>	<i>Group 3</i>	<i>Group 4</i>
<b>METROPOLITAN AREAS</b> (labour force 75,000 or more)	Quebec-Levis St. John's	Halifax Hamilton Ottawa-Hull Vancouver-Abbotsford- New Westminster Windsor Winnipeg	→CALGARY →EDMONTON →MONTREAL Toronto	
<b>MAJOR INDUSTRIAL AREAS</b> (labour force 25,000-75,000; 60 per cent or more in non- agricultural activity)	Corner Brook Joliette Lac St. Jean Moncton New Glasgow ROUYN-VAL D'OR← Shawinigan Sherbrooke Sydney Trois Rivieres	Brantford Cornwall Fort William-Port Arthur Granby-Farnham- Cowansville Kingston Niagara Peninsula Oshawa Peterborough Saint John Sarnia Timmins-New Liskeard- Kirkland Lake Victoria	Guelph Kitchener London Sudbury	
<b>MAJOR AGRICULTURAL AREAS</b> (labour force 25,000-75,000; 40 per cent or more in agri- culture)	Charlottetown Riviere du Loup Thetford-Megantic- St. Georges	Barrie Brandon Chatham Lethbridge North Battleford Prince Albert Regina Saskatoon Yorkton	→MOOSE JAW Red Deer	
<b>MINOR AREAS</b> (labour force 10,000 to 25,000)	Bathurst Bracebridge Bridgewater Campbellton Dauphin Dawson Creek Drummondville Edmundston Gaspé Grand Falls Kentville Montmagny Newcastle Okanagan Valley Quebec North Shore Rimouski Ste. Agathe-St. Jerome St. Stephen Summerside Truro Woodstock, N.B. Yarmouth	Belleville-Trenton Central Vancouver Island Chilliwack Cranbrook Fredericton Kamloops Lindsay Medicine Hat North Bay Owen Sound Pembroke Portage la Prairie Prince George-Quesnel Prince Rupert Sault Ste. Marie St. Hyacinthe St. Jean Simcoe →SOREL Trail-Nelson Valleyfield Victoriaville	Beauharnois →BRAMPTON Drumheller Galt Goderich Grande Prairie →LACHUTE-STE.THERESE Listowel St. Thomas Stratford →SWIFT CURRENT Walkerton Weyburn Woodstock-Tillsonburg	

→The areas shown in capital letters are those that have been reclassified during the month, an arrow indicates the group from which they moved. For an explanation of the classification used, see page 76, January-February issue.



# Labour Statistics

Principal Items	Date	Amount	Percentage Change From	
			Previous Month	Previous Year
<b>TOTAL CIVILIAN LABOUR FORCE*</b> .....(000)	March 19	7,162	+ 0.6	+ 3.7
Employed.....(000)	March 19	6,821	+ 0.8	+ 4.6
Agriculture.....(000)	March 19	475	+ 1.3	-11.7
Non-agriculture.....(000)	March 19	6,346	+ 0.8	+ 6.1
Paid workers.....(000)	March 19	5,793	+ 0.8	+ 6.1
At work 35 hours or more.....(000)	March 19	5,679	+ 0.4	+ 4.0
At work less than 35 hours.....(000)	March 19	908	+ 1.9	+ 5.1
Employed but not at work.....(000)	March 19	234	+ 6.4	+20.0
Unemployed.....(000)	March 19	341	- 4.2	-11.9
Atlantic.....(000)	March 19	63	- 3.1	-13.7
Quebec.....(000)	March 19	132	- 1.5	-13.7
Ontario.....(000)	March 19	77	- 6.1	- 2.5
Prairie.....(000)	March 19	36	-12.2	-26.5
Pacific.....(000)	March 19	33	- 3.0	0.0
Without work and seeking work.....(000)	March 19	315	- 3.7	-13.0
On temporary layoff up to 30 days.....(000)	March 19	26	-10.4	+ 4.0
<b>INDUSTRIAL EMPLOYMENT (1949=100)</b> .....	January			
Manufacturing employment (1949=100).....	January			
<b>IMMIGRATION</b> .....	Year 1965	146,758	—	+30.3
Destined to the labour force.....	Year 1965	74,195	—	+32.0
<b>STRIKES AND LOCKOUTS</b>				
Strikes and lockouts.....	March	90	+18.4	+63.6
No. of workers involved.....	March	30,079	+63.4	+110.9
Duration in man days.....	March	354,250	+48.9	+207.3
<b>EARNINGS AND INCOME</b>				
Average weekly wages and salaries (ind. comp.).....	January			
Average hourly earnings (mfg.).....	January			
Average hours worked per week (mfg.) .....	January			
Average weekly wages (mfg.).....	January			
Consumer price index (1949=100).....	March	142.4	+ 0.2	+ 3.7
Index numbers of weekly wages in 1949 dollars (1949=100).....	January			
Total labour income.....\$000,000.	January			
<b>INDUSTRIAL PRODUCTION</b>				
Total (average 1949=100).....	February	237.4	+ 0.9	+ 6.2
Manufacturing.....	February	203.2	- 0.1	+ 4.6
Durables.....	February	227.5	+ 3.0	+12.3
Non-durables.....	February	202.9	+ 7.7	+ 7.9
<b>NEW RESIDENTIAL CONSTRUCTION†</b>				
Starts.....	February	5,573	-28.3	- 3.1
Completions.....	February	8,590	+ 4.6	+ 6.6
Under construction.....	February	98,034	- 3.2	+12.0

\* Estimates of the labour force, the employed and the unemployed, are from *The Labour Force*, a monthly publication of the Dominion Bureau of Statistics which also contains additional details of the characteristics of the labour force, together with definitions and explanatory notes. † Centres of 5,000 population or more.

NOTE: Blank spaces indicate data unavailable at press time.

# Sewing Machine Operators' School

One of the first on-the-job training programs to be established by the Ontario and federal Governments in Simcoe County is the sewing machine operators' school at Midland Footwear. Designed to serve Shoe Corporation of Canada factories in Penetanguishene, Midland and Elmvale, the course features the newest power equipment, and will provide facilities for up to 12 persons in a class.

Establishment of the school, which will not only train new employees but will upgrade the skills of existing personnel, was decided on after consultation with the labour-management committees in Penetang and Midland. Union endorsement of the proposal has been wholehearted.

Among the operations to be taught will be skiving, closing, french cord stitching and folding, single needle plain and fancy stitching, zig-zagging, vamping and other fitting room operations. Training periods are expected to be from 6 to 10 weeks. During the learning period, the provincial Department of Education, and the company, are providing weekly training allowances, in co-operation with the federal Government's Program 5 under the Technical and Vocational Training Act (L.G., Apr. 1965, p. 310). This is just one of the 657 projects, involving more than 10,000 trainees, jointly approved by the federal and Ontario Governments during the last fiscal year under Program 5 of TVT.

The labour-management joint consultation committee at Fern Shoe in Penetanguishene was first organized in 1961. The employees are represented by Local 1535 of the Textile Workers' Union of America (CLC). The Midland committee was formed in January 1962 with the employees represented by Local 1534 of the same union.

## Co-operation Not New

Co-operation between labour and management is not new at L. E. Shaw Limited, Halifax, Maritime manufacturers of structural clay and precast concrete products, where employer and employees have been meeting together for more than 40 years.

Relations between the two have always been considered excellent. As an example, when the employees at the

Lantz plant became unionized in 1947, the company sponsored a celebration for all the employees, their families and the union organizers. It was held at the school which the company had donated to the community.

In April 1947, immediately after becoming unionized, the plant set up a labour-management committee. With company expansion, joint consultation has continued to play an important role. Committees are now well established at company and subsidiary plants located at Lantz, Halifax, Dartmouth, Wellington, Bedford, New Glasgow and Sydney in Nova Scotia; at Chipman, Fredericton and Saint John in New Brunswick; and at Milton in Newfoundland.

## Attitudes All-Important

Company Vice-President L. R. Shaw, in tracing the company's growth and interest in better industrial relations, remarked that "attitudes on both sides are all-important."

"We have always had the philosophy that people are our most important asset, and labour-management co-operation essential to long-term growth and prosperity. As a result, the men have always had a great interest in the company. Because of this attitude, our employees suggest all sorts of ideas on production improvement. We try to encourage their expressions of opinion, because, if we didn't, we would be overlooking a great source of ideas.

"This to us is the basis of sound industrial relations—where everyone can work together on a basis of equality. We think this relationship is of prime importance and that it can be established in any company if given the opportunity."

Mr. Shaw stated that co-operation has benefited both labour and management as indicated by the company's growth: in 100 years, from one plant with sales of a few thousand dollars to 13 plants with sales in the millions.

The employees are represented by locals of the National Union of Brickyard

On-the-job training program features newest in power equipment with courses lasting from 6 to 10 weeks

Workers (CLC) and the international Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America.

## Employee Seminar

In order to build a proper foundation for their newly-organized joint consultation committee, management of Bergman and Nelson Ltd., Kenora, Ont., organized an afternoon and evening seminar designed to bring into proper perspective the many facets of joint co-operation.

Main speaker was A. C. Candline of Winnipeg, senior field officer for the western region of the Labour-Management Co-operation Service. He outlined 10 main points on the value of joint consultation, what to strive for and what to avoid.

An innovation at such seminars was the appearance of both management and union representatives from other labour-management committees in the town to explain what benefits they had derived from joint consultation.

In synopsis, it was agreed that good communication between management and labour was the first essential. Only after management and labour had established a sound and equal basis for informal discussion could other joint consultation benefits be reached. Because B & N has so many out-of-town building contracts, one of the main points of interest was establishing communication between the employees at on-site jobs and management in Kenora.

Company manager C. A. Bergman explained the seminar by stating: "We had open meetings with the employees to discuss starting a labour-management committee and we agreed to form one. Once we had it going though, we realized we had to do something more. We had to show everyone that we wanted their ideas, their opinions and their criticisms. In other words, we wanted a joint committee with both sides participating equally."

The union representatives belong to Local 1669, United Brotherhood of Carpenters and Joiners of America, CLC.

By the staff of Labour-Management Co-operation Service, Industrial Relations Branch, Department of Labour.



# Certification and Other Proceedings Before the Canada Labour Relations Board

The Canada Labour Relations Board met for five days during March. It granted four applications for certification, and two applications for revocation of certification; and ordered four representation votes. During the month, the Board rejected two applications for certification and one application for revocation of certification. It received nine applications for certification, and allowed the withdrawal of one such application. The Board also granted one request under section 61(2) of the Act for review of an earlier decision, and refused similar requests for the review and revocation of five earlier decisions in which it had denied certification.

## Applications for Certification Granted

1. Canadian Brotherhood of Railway, Transport and General Workers on behalf of a unit of employees of North Canada Air Ltd., Prince Albert, Sask., comprising certain flight crew and ground personnel, including office and maintenance staffs (L.G., Dec. 1965, p. 1199).

2. International Association of Machinists and Aerospace Workers on behalf of a unit of marine engineers employed aboard the *M. V. Inland* by the Quebec North Shore and Labrador Railway Company, Sept Iles, Que. (L.G., Apr., p. 170).

3. Drivers, Warehousemen and Helpers Union, Local 106 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of Inter-City Transport Limitée, Trois Rivières, Que. (L.G., Apr., p. 170).

4. General Truck Drivers and Helpers Union, Local 31 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America on behalf of a unit of drivers and dockmen employed by P.M.P. Express Lines

Ltd., North Burnaby, B.C. (L.G., Apr., p. 171).

## Applications for Revocation Granted

1. The Board granted an application for revocation of certification affecting Yvon Gauthier and Jack Bellfooy, applicants, Rod Service (Ottawa) Limited, respondent; and Teamsters, Chauffeurs, Warehousemen and Helpers, Local Union 91 of the International Brotherhood of Teamsters, Warehousemen and Helpers of America, respondent (L.G., Jan., p. 34). The application was for the revocation of the Board's order of December 20, 1963, certifying the respondent union as bargaining agent for a unit of mail truck drivers employed by the respondent company.

2. The Board granted an application for revocation of certification made by the Central Mortgage and Housing Corporation, applicant, affecting District 50, United Mine Workers of America, Local 13946, as respondent (L.G., Apr., p. 171). The application was for the revocation of the Board's Order of December 20, 1963, certifying the respondent union as bargaining agent for a unit of employees of the corporation employed at its Domaine Estria and Pavillon Mercier projects in Montreal.

## Representation Votes Ordered

1. Amalgamated Transit Union Division 1374, applicant; the Association of Employees of Grey Goose Bus Lines Ltd., Thiessen Bus Lines Ltd., and Red River Motor Coach Lines Ltd., applicant and intervener; and Grey Goose Bus Lines Ltd., Winnipeg, Man., respondent

This section covers proceedings under the Industrial Relations and Disputes Investigations Act, involving the administrative services of the Minister of Labour, the Canada Labour Relations Board, and the Industrial Relations Branch of the Department.

(bus drivers) (L.G., Jan., p. 34, May, p. 237). The Board directed that the names of both applicants appear on the ballot. (Returning Officer: C. Arthur Frey).

2. United Packinghouse, Food and Allied Workers, applicant; Norfolk Co-operative Company Limited, Simcoe, Jarvis, Courtland and Waterford, Ont., respondent, (grain elevator, feed mill and miscellaneous employees); and Norman D. Hall, *et al*, interveners (L.G., Jan., p. 34). The Board directed that the name of the applicant union only appear on the ballot. (Returning Officer: S. Emmerson).

3. Syndicat des Employés du Transport Provincial (CSN), applicant; Autobus Lemelin Ltée., Montreal, Que., respondent, (bus drivers); and Canadian Brotherhood of Railway, Transport and General Workers, intervener (L.G., May, p. 237). The Board directed that the names of the applicant and the intervener appear on the ballot. (Returning Officer: R. L. Fournier).

4. Syndicat Général de la Radio (CSN) CKVL, applicant; Radio Futura Ltd., Verdun, Que., respondent, (production, program and office workers); and National Association of Broadcast Employees and Technicians, intervener (L.G., May, p. 237). The Board directed that the names of the applicant and the intervener appear on the ballot. (Returning Officer: R. L. Fournier).

## Applications for Certification Rejected

1. Canadian Brotherhood of Railway, Transport and General Workers, Local 298, applicant; Inter-City Transport Limitée, Trois-Rivières, Que., respondent (L.G., Dec. 1965, p. 1198). The application was rejected for the reason that it was not supported by a majority of the employees affected in the representation vote conducted by the Board (see Item 3, Applications for Certification Granted, above).

2. National Association of Broadcast Employees and Technicians, applicant; and C.J.L.R. Inc., Sillery, Que., respondent (L.G., Jan., p. 34). The application was rejected for the reason that it was not supported by a majority of the employees eligible to cast ballots in the representation vote conducted by the Board.

**Application for Revocation Rejected**

The Board rejected an application for revocation of certification affecting Michael Tapp and Victor Rostad, applicants; Taggart Service Limited, Ottawa, Ont., respondent; and Teamsters, Chauffeurs, Warehousemen and Helpers, Local Union 91, General Truck Drivers, Local Union 938, and Transport Drivers, Warehousemen and Helpers Union, Local 106 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, respondents. The Board found there was not a *prima facie* case that the certified bargaining agent no longer represented a majority of employees in the unit for which it had been certified.

**Applications for Certification Received**

1. Teamsters, Chauffeurs, Warehousemen and Helpers, Local Union No. 880 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of Dunlop Transport Ltd., Petrolia, Ont. (Investigating Officer: S. Emmerson).

2. Tunnel and Rockworkers' Local Union No. 168, of the Labourers' International Union of North America, on behalf of a unit of employees of Mount Nansen Mines Limited, Vancouver, B.C. employed at Carmacks, Y.T. (Investigating Officer: J. D. Meredith).

3. Syndicat National des Employés des Usines des Chemins de fer, section des employés de l'entretien (CSN), on behalf of a unit of maintenance-of-way and other employees of the Canadian Pacific Railway Company employed in its Atlantic Region. (Investigating Officer: R. L. Fournier).

4. Shaft and Development Workers, Local 1037 of the International Union of Mine, Mill and Smelter Workers, Canada, on behalf of a unit of employees of Cameron McMynn Limited, Vancouver, B.C., employed in Yukon Territory. (Investigating Officer: J. D. Meredith).

5. Office and Technical Employees Union, Local 15 of the Office and Professional Employees International Union, on behalf of a unit of clerical workers employed by Los Angeles-

Seattle Motor Express Inc., North Burnaby, B.C. (Investigating Officer: J. D. Meredith).

6. Office and Technical Employees Union, Local 15 of the Office and Professional Employees International Union, on behalf of a unit of clerical workers employed by United Terminals Limited, North Burnaby, B.C. (Investigating Officer: J. D. Meredith).

7. Transport Drivers, Warehousemen and Helpers Union, Local 106 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of Martel Express Ltée, Farnham, Que. (Investigating Officer: R. L. Fournier).

8. Transport Drivers, Warehousemen and Helpers Union, Local 106 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of Maurice Guillemette Inc., St-Gregoire, Que. (Investigating Officer: R. L. Fournier).

9. Canadian Brotherhood of Railway, Transport and General Workers on behalf of a unit of warehouse employees employed at North Bay, Ont., by the Canadian National Railways. (Investigating Officer: S. Emmerson).

**Application for Certification Withdrawn**

Canadian Union of Public Employees, applicant; and Easton and Heinbuck,

**Scope and Administration of Industrial Relations and Disputes Investigation Act**

Conciliation services under the Industrial Relations and Disputes Investigation Act are provided by the Minister of Labour through the Industrial Relations Branch. The branch also acts as the administrative arm of the Canada Labour Relations Board in matters under the Act involving the board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944 and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certificates given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for controlling applications for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to

the Wartime Labour Relations Board to administer provisions concerning the certification of bargaining agents; the writing of provisions—for incorporation into collective agreements—that fix a procedure for the final settlement of disputes concerning the meaning or violation of such agreements; and the investigation of complaints referred to it by the minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported here under two headings: (1) Certification and other Proceedings before the Canada Labour Relations Board and (2) Conciliation and other Proceedings before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax and St. John's, Newfoundland. The territory of four officers resident in Vancouver comprises British Columbia, Alberta and the Yukon and Northwest Territories; two officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and Northwestern Ontario; four officers resident in Toronto confine their activities to Ontario; five officers in Montreal are assigned to the province of Quebec, and a total of three officers resident in Fredericton, Halifax and St. John's represent the Department in the Maritime Provinces and Newfoundland. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.



Brantford, Ont., respondent (L.G., May, p. 237).

#### **Requests for Review under Section 61(2)**

1. The Board granted a request by the Office and Professional Employees' International Union, Local 57, for a review of the order made by the Board on November 1, 1963, which certified the Office Employees' International Union, Local 57, as the bargaining agent for a unit of employees of The Bell Telephone Company of Canada employed by the company in the Directory Sales Department, Eastern Region; and located in Quebec City and Montreal, Que., and

Ottawa, Ont.; by substituting the union's current name for its former name.

2. The Board refused a request by the Canadian Marine Officers Union for review of five of the Board's orders rejecting applications for certification by the said union in respect of marine engineers employed by Porter Shipping Limited, Toronto, Ont.; Quebec Cartier Mining Co., Port Cartier, Que.; Quebec North Shore and Labrador Railway Company, Sept-Iles, Que.; Midlake Steamship Limited, Chatham, Ont.; and Carryore Limited, Montreal, Que. (L.G., Jan., pp. 33 and 34).

The Board confirmed its previous decisions rejecting each application as not having been made in accordance with the provisions of Section 47 of the Act. For the record, the Board informed the interested parties that it recognized that it had discretion under the Industrial Relations and Disputes Investigation Act and its Rules of Procedure to vary and revoke former orders, and to permit applications before the Board to be varied and amended in appropriate circumstances.

## Conciliation and Other Proceedings Before the Minister of Labour

During March, the Minister of Labour appointed conciliation officers to deal with the following disputes:

1. Northland Navigation Co. Ltd., Vancouver, B.C., and Seafarers' International Union of Canada (Vancouver Branch) (Conciliation Officer: D. S. Tysoe).

2. Polymer Corporation Limited, Sarnia, Ont., and Oil, Chemical & Atomic Workers International Union, Local 9-14 (Conciliation Officer: T. B. McRae).

3. National Harbours Board, Port of Halifax, and Local 1843 of the International Longshoremen's Association (Conciliation Officer: D. T. Cochrane).

4. Calgary Television Limited (CHCT-TV) Calgary, Alta., and National Association of Broadcast Employees and Technicians (Conciliation Officer: D. S. Tysoe).

5. CJCH (TV) Limited, and the International Brotherhood of Electrical Workers, Local 1318 (Conciliation Officer: D. T. Cochrane).

6. H. W. Bacon Limited, Toronto, Ont., and Local 419 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: T. B. McRae).

7. Quebecair, Inc., Rimouski, Que., and the International Association of Machinists and Aerospace Workers (hostesses, flight agents, and employees in the maintenance, traffic and opera-

tions departments) (Conciliation Officer: C. E. Poirier).

8. United Press International of Canada, Ltd., and Canadian Wire Service Guild, Local 213 of the American Newspaper Guild (Conciliation Officer: C. E. Poirier).

9. Ogilvie Flour Mills Co. Limited, Montreal, and Le Syndicat National des Employés de Ogilvie Flour Mills Co. Limited (CSN) (Conciliation Officer: C. E. Poirier).

10. Canadian Broadcasting Corporation, and National Association of Broadcast Employees and Technicians (TV studio watchmen, Montreal) (Conciliation Officer: C. E. Poirier).

11. Van Kam Freightways Ltd., Vancouver, B.C., and Locals 181 and 31 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: D. S. Tysoe).

#### **Settlements by Conciliation Officers**

1. CJCH (TV) Limited, and the International Brotherhood of Electrical Workers, Local 1318 (Conciliation Officer: D. T. Cochrane) (see above).

2. Eastern Transport Limited, Truro, N.S., and Local 505 of the Canadian Brotherhood of Railway, Transport and General Workers (Conciliation Officer: D. T. Cochrane) (L.G., May, p. 238).

3. Northland Shipping (1962) Co. Ltd., Vancouver, B.C., and Local 400 of the Canadian Brotherhood of Railway, Transport and General Workers (Conciliation Officer: D. S. Tysoe) (L.G., Jan.-Feb., p. 35).

4. Consolidated Mining and Smelting Company of Canada Limited (Pine Point Property) and Yellowknife Miners' Union, Local 802 of the International Union of Mine, Mill and Smelter Workers (Conciliation Officer: D. S. Tysoe) (L.G., Dec. 1965, p. 1200).

#### **Conciliation Boards Appointed**

1. Air Canada, Montreal, and Trans-Canada Air Lines Sales Employees' Association (L.G., Apr., p. 172).

2. Canadian National Railways; Canadian Pacific Railway Company; Toronto, Hamilton & Buffalo Railway; Ontario Northland Railway; Algoma Central & Hudson Bay Railway Company; The Midland Railway Company of Manitoba; The Cumberland Railway Company (Sydney and Louisburg Division) and Brotherhood of Maintenance of Way Employees; Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees; Brotherhood of Railroad Signalmen; Transportation-Communication Employees Union; Commercial Telegraphers' Union; International Brotherhood of Firemen & Oilers Helpers, Roundhouse and Railway Shop

Employees (no Conciliation Officer appointed previously).

3. Canadian National Railways; Canadian Pacific Railway Company; Dominion Atlantic Railway; Esquimalt and Nanaimo Railway; Northern Alberta Railways; Ontario Northland Railway; Quebec Central Railway; Toronto, Hamilton and Buffalo Railway; and Division No. 4, Railway Employees' Department, AFL-CIO; Canadian National Railway System Federation No. 11; Canadian National Railway Western Region Federation; International Association of Machinists; International Brotherhood of Boilermakers, Iron Ship Builders, Blacksmiths, Forgers and Helpers; Brotherhood of Railway Carmen of America; International Brotherhood of Electrical Workers; United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry of the United States and Canada; International Moulders' and Foundry Workers' Union of North America; Sheet Metal Workers' International Union (no Conciliation Officer appointed previously).

4. St. Lawrence Seaway Authority (Operational and Maintenance Forces, Cornwall Headquarters Building Unit; and Welland Canal Twinning Project) and Canadian Brotherhood of Railway, Transport and General Workers (L.G., May, p. 238). There were three disputes at the Conciliation Officer stage but all three disputes were referred to one Conciliation Board).

5. Canadian National Railways; Northern Alberta Railways Company; Toronto Terminals Railway Company; The Shawinigan Falls Terminal Railway Co., and Canadian Brotherhood of Railway, Transport and General Workers (no Conciliation Officer appointed previously).

6. Northland Navigation Co. Ltd., Vancouver, B.C., and Seafarers' International Union of Canada (Vancouver Branch) (see above).

### **Conciliation Boards fully Constituted**

1. The Board of Conciliation and Investigation established in March to deal with a dispute between Air Canada, Montreal, and Trans-Canada Air Lines Sales Employees' Association (see above) was fully constituted in March with the appointment of R. G. Geddes of Toronto, as Chairman. Mr. Geddes was appointed by the Minister on the joint recommendation of the other two members of the Board, H. M. Sparks of Montreal and Peter Podger of Streetsville, who were previously appointed on the nomination of the company and the union, respectively.

2. The Board of Conciliation and Investigation established in February to deal with a dispute between British Columbia Television Broadcasting System Ltd. (CHAN-TV) and International Alliance of Theatrical Stage Employees and Moving Picture Machine Operators of the United States and Canada (L.G., May, p. 238) was fully constituted in March with the appointment of B. W. Dysart of Victoria, as Chairman. Mr. Dysart was appointed by the Minister on the joint recommendation of the other two members of the Board, Gordon L. Carter of Calgary and W. H. Deverell of Vancouver, who were previously appointed on the nomination of the company and the union, respectively.

3. The Board of Conciliation and Investigation established in February to deal with a dispute between Marine Industries Limited; McNamara Marine Limited; The J. P. Porter Company Limited; The J. P. Porter Company Limited (Atlantic Provinces) and Canadian Dredge & Dock Co. Limited, and Seafarers' International Union of Canada (L.G., May, p. 238) was fully constituted in March with the appointment of His Honour Judge Armand Sylvestre of Berthierville, Que., as Chairman. Judge Sylvestre was appointed by the Minister on the joint recommendation of the other two members of the Board, L. Henri Tellier of Sorel and Jean-Paul Menard of Montreal, who were previously appointed on the nomination of the companies and the union, respectively.

### **Board Reports Received**

Canadian Pacific Air Lines, Limited, Vancouver, B.C., and Canadian Air Line Flight Attendants' Association (L.G., Mar., p. 102).

Air Canada, Montreal, and Canadian Air Line Pilots' Association (L.G., Jan.-Feb., p. 35).

The texts of the foregoing reports are available on request.

### **Settlement after Board Procedure**

Loiselle Transport Limited, Dawson Creek, B.C., and Locals 31 and 362 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (L.G., Jan.-Feb., p. 36).

### **Settlements after Strike Action**

1. Canadian Lake Carriers Negotiating Committee, and Canadian Merchant Service Guild, Inc. (L.G., Mar., p. 103). Settlement reached following further

mediation by Conciliation Officers, C. E. Poirier and T. B. McRae.

2. Atomic Energy of Canada Limited, Pinawa, Man., and Local 938 of the Canadian Union of Public Employees (L.G., Apr., p. 172). Settlement reached following further mediation by Conciliation Officer, C. Arthur Frey.

### **Settlement When Board not Appointed**

Canadian Transit Company, Windsor, Ont., and Local 880 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (L.G., Apr., p. 172).

## **New book explores India's labour problems**

A new book titled, "Industrial Social Services in a Developing Economy," by Dr. A. V. Ramon Rao, Director for the Bureau of Labour and Industrial Relations Services, a consultant training and research organization in Bombay, is the first publication of its kind to explore the fields of labour welfare and industrial social services in India. The book is divided into three parts. Part 1 analyzes the growth of industrial development and the neglect of labour welfare before independence; Part 2 gives a comprehensive description of the challenges the sub-continent had to meet, after independence, in the fields of labour, health and welfare, industrial relations, and agriculture; and Part 3 presents a postscript on public policy that touches on human relations, employment problems, social policy, and international aid for socio-economic development.

The author offers reasons for the various steps taken from time to time to overcome the labour neglect, and to meet the challenges, after independence, in the areas of labour legislation. He outlines the struggle for improved working conditions, safety, social security, housing, industrial relations, and health and welfare for the urban and rural working classes.

Critical issues are raised on the lack of co-ordination and integration in the field of social service, the population explosion, serious food shortages and employment policy failures. Dr. Rao also describes the serious economic implications of inadequate technology in a neglected agro-industrial society.

The book ends with a comparison study of social administrative problems in the United Kingdom, United States, Canada, and western and eastern European countries.



# Legal Decisions Affecting Labour

British Columbia Supreme Court in chambers rules that a representative action by a trade union for damages for breach of Labour Relations Act is not maintainable

Ontario High Court refuses an injunction to prevent the integration of an existing private pension with the Canada Pension Plan

On October 13, 1965, Mr. Justice Munroe of the British Columbia Supreme Court ruled that the B.C. Supreme Court Rules do not authorize the bringing of an action for damages, whether in tort or in contract, by a representative plaintiff. Therefore, a claim by a trade union "on behalf of itself and on behalf of its members" for alleged breaches of Sections 4 and 6 of the Labour Relations Act is not maintainable, but the individual union members who have suffered actual damage may sue in their individual capacity.

## Representative action for damages

The Upholsterers International Union of North America, Local No. 1, sued Hankin & Struck Furniture Ltd. and the manager of the company under Section 4 of the British Columbia Trade-unions Act, R.S.B.C. 1960, ch. 384, "on behalf of itself and on behalf of its members" for damages for alleged breaches of Sections 4 and 6 of the Labour Relations Act. The company has been an employer of certain members of the union for whom the union, in 1963, sought unsuccessfully to become certified as bargaining agent.

The union alleged that, in breach of the provisions of Sections 4 and 6 of the Labour Relations Act, the company and its manager threatened dismissal and demotion, and actually discharged and demoted certain union members, and thereby caused injury and damage to the union and its members.

The defendants in the case at bar attacked the right of the union to bring this representative action claiming damages on behalf of its members for breach of statute.

## Representative action not maintainable

Mr. Justice Munroe accepted this submission. In his view, the principles stated by Mr. Justice Wilson in *Walker v. Billingsley* (L.G. 1952, p. 1095) were applicable to the situation at bar. In that

case, the judge held that M.R. 131, O. 16, R. 9 of the B.C. Supreme Court Rules does not authorize the bringing of a claim for damages, whether in tort or in contract, by representative plaintiffs.

Section 4 of the Trade-unions Act provides that any person who does, authorizes or concurs in anything prohibited by the Labour Relations Act is liable in damages to anyone injured thereby. In Mr. Justice Munroe's view, if the company and its manager had acted in breach of the Labour Relations Act, they had rendered themselves liable to all persons (but only to such persons) who had been injured thereby. Damages, when assessed and if awarded, would belong only to the person who suffered such damage. It cannot be said that the members of the trade union in question "have the same interest in one cause or matter". Damages are personal only. As was said by Mr. Justice Wilson in the *Walker* case:

If the defendants have done wrongful acts, the financial impact of those wrongful acts on the members must differ in degree among the members—indeed some members may have suffered no damage. But these members are given no opportunity, by this course of action, of proving their individual losses. On the other hand they are, if the representative action is allowed to proceed, estopped by the judgment in this case from individual presentation of their claims for damages. This, surely, is a result to be avoided.

In the opinion of Mr. Justice Munroe, the interests of justice require that, in the case at bar, each person injured by acts of the defendants prohibited by the Labour Relations Act should be at liberty

This section, prepared by the Legislation Branch, reviews labour laws as they are enacted by Parliament and the provincial legislatures, regulations under these laws, and selected court decisions affecting labour.

to pursue the right of action given to him by the Trade-unions Act, and not to have such right jeopardized by judgment in a representative action brought by any other person. Equally, Mr. Justice Munroe continued, the defendants are entitled to know and, in order to defend themselves, must know precisely who it is that claims to have been unlawfully injured, and to have particulars of the damages claimed, as well as the right to examination-for-discovery, discovery of documents and other normal pre-trial procedures available as between parties.

## The ruling of the court

Accordingly, Mr. Justice Munroe held that claims for damages for alleged breach of the Labour Relations Act, insofar as such claims are made on behalf of persons not parties to the action, could not be entertained. M.R. 131 does not authorize the bringing of a representative action for damages recoverable under the Trade-unions Act. Consequently, Mr. Justice Munroe granted the application of the defendants to amend the statement of claim and the style of cause by deleting reference to claims for damages by members of the union.

*Upholsterers International Union of North America, Local No. 1 v. Hankin & Struck Furniture Ltd. and Struck*, (1966) 54 WWR, Part 9, p. 574.

## ONTARIO HIGH COURT

On December 21, 1965, Chief Justice Gale of the High Court of Ontario dismissed a motion for an interlocutory injunction, presented by the president of a local union, to prevent the Hydro-Electric Power Commission from integrating the existing private pension plan with the Canada Pension Plan, on the ground, among others, that the union had failed to present a *prima facie* case that the proposed integration would do irreparable damages to the union members. In his reasons for judgment, Chief

Justice Gale recalled the following circumstances of the dispute.

The president of Local 1000 of the Canadian Union of Public Employees, on his behalf and on behalf of all other members of the union, brought the motion for an order restraining the Hydro-Electric Power Commission from making an application to the Lieutenant Governor in Council for any changes or amendments, to the Commission's pension plan as contained in the Revised Regulations of Ontario, 1960, Regulation No. 491.

The present pension plan, under Regulation 491, affects approximately 11,867 "regular" employees, of whom about 7,597 are members of the union who are covered by a collective agreement that was due to expire on March 31, 1966.

Under that plan, all eligible employees must contribute 5 per cent of their base earnings as defined in the plan, and the Commission must make whatever contributions are necessary, on an actuarial basis, to provide for retirement benefits. The plan was in effect at the date of the commencement of the collective agreement.

The union had nothing to do with the administration of the plan and its funds, that being the sole responsibility of the Commission.

#### Amendments to the plan

Since the institution of the plan, the Commission has reviewed its terms at least every five years, and in the course of such reviews, has sought out and given serious consideration to the views of the representatives of employee groups. After consultation with these representatives, the Commission has then, from time to time, recommended to the Lieutenant Governor in Council amendments to the plan pursuant to Section 21 of the Power Commission Act, R.S.O. 1960, c. 300. The Lieutenant Governor in Council has the power only of approving or rejecting recommendations from the Commission and has no right under the Act to initiate changes to the plan. The Commission has the statutory power and right to recommend unilaterally, amendments for adoption by order-in-council; but it has been the practice of the Commission to consult the employees or other representatives before submitting its recommendations. The submissions of the employees have never been accepted as binding on the Commission because of Section 13C of Part A of the collective agreement. That section provides for the creation of a pension

and insurance consulting committee, but expressly stipulates as follows:

*Limits of Authority:* This committee shall act in an advisory capacity to all parties concerned and shall not have bargaining power or authority to amend existing plans.

#### Integration with Canada Pension Plan

In February 1965, the Commission called a meeting with the consulting committee to discuss possible revisions in the plan. This meeting was called one year in advance of the customary five-year review because of the adoption of certain Ontario pension legislation, and because of the proposed proclamation of what is now the Canada Pension Plan Act 1964, 13-14, Elizabeth II, c. 51. Similar meetings and negotiations were conducted during the spring of 1965. At those meetings, the Commission made it clear that submissions as to revisions in the present plan would be received and given due consideration. However, the Commission stated its intention not to review proposals that would prevent full integration of the Canada Pension Plan with the existing pension plan. At the same time, the Commission stated that it would guarantee that no employee would suffer a loss of pension due to the integration of the two pension plans, and it undertook to implement additional benefits for the employees.

Apparently, "full integration" of the Canada Pension Plan with the existing pension plan means adjustment of private plans downward, both as to contributions and benefits, so that the total contributions to, and the total benefits from the integrated plans remain essentially the same as those contemplated by the original private plan alone. The position taken by the union has been that, notwithstanding the introduction of the Canada Pension Plan, the contributions to, and the benefits from the plan contained in Regulation 491 should remain intact because of the contractual relations between the parties under the collective agreement, and that full contributions should be made and full benefits obtained from both plans.

At a meeting held on November 18, 1965, the Commission informed the representatives of the consulting committee there present that the Commission would ask for an order in council to proceed with the integration of the Canada Pension Plan with the plan under Regulation 491, on the guarantee that there would no reduction in total benefits accruing to the members of the plan and that there would be no increase in employee contributions to the integrated plan.

On November 22, the union submitted a grievance under the collective agreement alleging that the action proposed by the Commission constituted a violation of the agreement. It should be mentioned that the collective agreement contains an elaborate grievance procedure culminating in arbitration. While the grievance proceeding was pending, the president of the union, on December 8, began an action for an interim injunction to prevent the integration of both pension plans, on the ground that irreparable damage would be caused to the employees if the Commission were not prevented from seeking the approval of the Lieutenant Governor in Council to the integration of the present pension plan.

#### Limitations in granting an injunction

Considering the issue at bar, Chief Justice Gale emphasized that the granting of an interlocutory injunction must be based on certain principles, and that the Court was subject to definite limitations. The plaintiff must show irreparable damage in the event his motion fails, and should present a *prima facie* case showing this point. In this respect, he adopted the language used by the Court in *The Chesapeake and Ohio Railway Company v. Ball* (1953) O.R. 843, where, at p. 854, the judge stated:

The granting of an interlocutory injunction is a matter of judicial discretion, but it is a discretion to be exercised on judicial principles. I have dealt with this matter at length because I wish to emphasize how important it is that parties should not be restrained by interlocutory injunctions unless some irreparable injury is likely to accrue to the plaintiff, and the Court should be particularly cautious where there is a serious question as to whether the plaintiff would ever succeed in the action. I may put it in a different way: If on one hand a fair *prima facie* case is made out and there will be irreparable damage if the injunction is not granted, it should be granted, but in deciding whether an interlocutory injunction should be granted the defendant's interests must receive the same consideration as the plaintiff's.

#### No prima facie case

In the opinion of Chief Justice Gale, the plaintiff did not show that he was entitled *prima facie* to the relief that he claimed. In his opinion, it was questionable whether the plaintiff, suing not only on his own behalf but also on behalf of "all other members" of the union, had the necessary status to bring the action.



That doubt was created by virtue of the contents of Section 3, Subsections 2 and 3, particularly the latter, of The Rights of Labour Act, R.S.O. 1960, c.354. The plaintiff asked for the injunction because of his fear of violation by the Commission of the collective agreement. However, Subsection 3 provides that a collective bargaining agreement shall not be the subject of any action in any court unless it may be the subject of such action irrespective of any of the provisions of that Act or of the Labour Relations Act. Under Section 37 of the latter, it is provided that a collective agreement is binding upon the employer and upon the union that is a party to it, but only "subject to and for the purposes of this Act". Considering that limitation, Chief Justice Gale was of the opinion that Subsection 3 of Section 3 of the Rights of Labour Act precluded the bringing of the action, and that the only remedies available to those who were parties to it must be found in the collective agreement or Section 34 of the Labour Relations Act relating to grievance proceedings, or in Section 69 of the Act which, in certain circumstances, permits the taking of criminal prosecutions against one who has contravened other provisions of the Act.

Further, in the opinion of Chief Justice Gale, the plaintiff did not show a *prima facie* cause of action with respect to the alleged intended breach of the collective agreement. The Commission has a statutory right to apply to the Lieutenant Governor in Council for approval of any changes in Regulation 491, and apart from the obligation of the Commission to discuss proposed changes in the pension plan with the union, there is no express provision in the collective agreement that prevents or restricts the exercise of that statutory right. Counsel for the plaintiff pointed to Part A, Item 19, in the agreement as requiring bilateral action with respect to any changes recommended to the Lieutenant Governor in Council. That provision reads as follows:

19. *Pension and Insurance.* All union bargaining submissions concerning pension and insurance matters shall be accepted as negotiable items.

Chief Justice Gale accepted the contention by the counsel for the Commission that that clause simply allowed pension and insurance matters to be negotiated at the time of renewing the agreement.

Another obstacle to the plaintiff's action was, in the opinion of Chief Justice Gale, the fact that the union has instituted grievance proceedings under the provisions of the collective agreement. By pursuing this remedy, the plaintiff has precluded himself from having recourse to the courts. Or, at least it could be said that such recourse was premature until the remedy under the agreement has been exhausted.

Further, Chief Justice Gale stressed the fact that the plaintiff did not show *prima facie* evidence that irreparable damage would be done to the plaintiff if the injunction were not granted. It was clear that the plaintiff and the union could suffer no damage as a result of the Commission's application to the Lieutenant Governor in Council.

Finally, Mr. Justice Gale noted that the motion for injunction was not accompanied by the usual undertaking on the part of the plaintiff as to damages, in the event that the issue went to trial and was decided for the defendant.

For these reasons, the motion for injunction was dismissed. *Cummings et al. v. Hydro-Electric Power Commission of Ontario*. CCH, Canadian Labour Law Reporter, para. 14, 109.

## Recent Regulations under Provincial Legislation

British Columbia revises accident prevention regulations

Alberta issues new safety rules for grain elevators and related plants

Ontario consolidates its minimum wage orders

In British Columbia, new accident prevention regulations issued by the Workmen's Compensation Board went into force on March 1, the first full-scale revision since 1950. Designed to bring safety requirements into line with changes in industrial technology, the new code comprises 725 provisions, of which 19 per cent are new and 74 per cent are revised. Among the many new safety measures are provisions requiring employers to take appropriate precautions to suppress noise to approved levels. Other new sections deal with control of rock dust and the operation of climbing tower cranes.

Alberta has issued new safety regulations for grain elevators, grain annexes, flour mills, seed mills and seed cleaning plants.

In Ontario, the three general minimum wage orders were consolidated, with some changes in the provisions respecting pieceworkers and seasonal canner workers. The two orders governing construction workers were also consolidated with no change in the rate.

### ALBERTA

#### Workmen's Compensation Act

In Alberta, new safety regulations, Alta. Reg. 48/66, governing all employers and workmen engaged in the erection, demolition, renovation of, repair and maintenance to, and operation of machinery and equipment in grain elevators, grain annexes, flour mills, feed mills, seed mills and seed cleaning

plants, were gazetted and became effective on February 15, 1966.

The new regulations are a consolidation of two earlier regulations of the Workmen's Compensation Board (Alta. Regs. 789/57 and 144/60), one governing the erection, maintenance and renovation of grain elevators, grain annexes, seed mills and seed cleaning plants, and the other applying to the construction, operation and maintenance of machinery and equipment used in such workplaces. Demolition and repair work in the workplaces covered are now included.

To the former safety requirements, which were very comprehensive, have been added both new and strengthened provisions aimed at securing better protection for the workmen employed in grain elevators and related plants.

As before, the regulations lay down the responsibilities of employers, supervisors and workmen in seeking to ensure safe working conditions. The requirements regarding the personal protective equipment to be worn by workmen have been revised. New requirements have been introduced regarding safety belts, and breathing and respiratory apparatus.

In addition to a general provision requiring all scaffolds to be designed and constructed with a minimum safety factor of four to one, the regulations contain detailed technical provisions covering bin scaffolding, swing stage scaffolds, scaffolding balloon annexes, gin poles, grain bins and hoppers, manlifts and other related machinery and equipment. Besides the manlift requirements, the regulations lay down rules for converting manlifts to indirect power operation. Stronger, more specific requirements are provided regarding guards and enclosures around moving machinery.

Some of the more general and non-technical provisions of the regulations are dealt with below.

#### **"Notice to Workmen" Placards**

The employer must keep posted in conspicuous places on his premises "Notice to Workmen" placards, which are furnished by the Board. He must also keep a copy of the regulations available for reference by employees.

#### **Personal Protective Equipment**

A new personal protective measure requires workmen to wear substantial footwear, and, when there is danger of crushing the feet, the employer must provide approved outer foot guards, which must be worn by the workmen. "Approved" in the context of the regulations means approved by a recognized testing agency or by the Board.

Safety hats provided by the employer in operations where there is danger of injury to the workman's head must now be of an approved type, and winter liners for safety hats must be made available when required. The previous regulations were more specific, requiring the employer to provide the liners from November to March.

As under the previous regulations, properly fitting eye protective equipment appropriate to the work being done, such as goggles and face shields, must be provided by the employer and worn by the employee, where there is an eye hazard from flying objects, from the material handled, or from injurious light or heat rays.

#### **Safety Belts**

When required by the regulations or an order of the Board, a workman must use an approved safety belt. Safety belts and their attachments, for which specifications are laid down, must be so arranged and anchored that a workman cannot fall more than five feet.

When a workman is required to work on a roof or working platform more than 10 feet, 6 inches above the ground or floor level, he must wear a safety belt, unless the roof or platform has a hand-rail installed at its outer edge.

Workmen on a swing stage must now wear safety belts.

When a workman enters from the top a grain bin not equipped with a fixed ladder, he is required to wear a safety belt, and another workman must be stationed at the entrance while he is in the bin.

#### **Breathing and Respiratory Apparatus**

Unless protected by an approved respiratory apparatus, a workman is forbidden to enter any area where a deficiency of oxygen may exist, or where the atmosphere is contaminated or in danger of being contaminated from toxic gases or dusts.

Approved respiratory apparatus consists of a self-contained respirator, oxygen-generating apparatus, supplied-air apparatus, or a fresh air hose mask. Filter-type masks may not be used in any enclosed area that may contain toxic material or vapours, or where the oxygen content is insufficient to sustain life. Where workmen may be required to use respiratory apparatus, the employer must ensure that they receive instruction and practice in its use.

#### **Other New Rules**

Where a ladder is supported by a grain door, it must be securely fastened to the railroad car before use. An automatic stopping device must be installed on the winch mechanism of a power-operated scoop.

#### **Inspection**

To ensure the safety of workmen working on scaffolds, the regulations require regular inspections of staging and equipment. Swing staging must be thoroughly inspected daily by a competent and experienced workman, and any weakened parts replaced. The daily inspection must also cover rope attachments, lashings and anchor points.

Cables and cable fastenings of manlifts must be closely inspected at least every six months, and replaced when necessary.

Where a Workmen's Compensation Board inspector observes any unsafe working condition, he may issue an order requiring the employer or supervisor to make any necessary changes to remove hazards to workmen, or to reduce the possibility of accident.

### **BRITISH COLUMBIA**

#### **Accident Prevention Regulations**

New accident prevention regulations, effective March 1, 1966, issued by the British Columbia Workmen's Compensation Board, replace all other regulations of the Board except those dealing with compressed air and submarine diving operations.

A two-year study by officials of the Accident Prevention Department of the Board produced a draft of proposed regulations that was studied by labour and management representatives. Further refinements and additions resulted from intensive consultation between management, labour and government officials at a ten-day public hearing last Spring.

The last general revision of the regulations was in 1950. Since then, amendments have been made, and regulations for specific activities added. Regulations on explosive-actuated tools were introduced in 1955; on underground diesel equipment and on well-drilling in 1956, and on buoyancy equipment in 1957.

#### **Workmen's Compensation Act**

It should also be noted that Section 59(3) and Section 60(1) of the Workmen's Compensation Act, both applicable to these regulations, were amended in 1959. "The prevention and detection of industrial diseases" was added to the previous statement concerning the prevention of accidents. In line with this change, more statutory authority was given to the Accident Prevention Department (Industrial Hygiene Division) although previously it did have this power in a general way.

The Board has published the regulations in a pocket-sized book of 172 pages. It has a detailed index at the beginning of each section and a general cross-reference index at the end. It is intended for wide circulation and use in all sectors of industry under the Act, and is available from the Board free of charge. By February, 125,000 copies had already been distributed.

As before, the Board may in writing vary any regulation when, in the opinion of the Board, the conditions of employment or place of employment so warrant.

The Board has full authority to enforce the regulations, and expects man-



agement and labour to co-operate in compliance with the new rules. Every person who contravenes any regulation is liable to a penalty of not less than \$25 and not more than \$500.

Under the Act, the Board is empowered to levy, for the Accident Fund, the amount of compensation payable in respect of the injury, and not more than \$1,000 against an employer if an accident was caused by his negligence. Flagrant violations may result in a workplace being closed.

### General Rules

General regulations, applicable to all places of employment, have been consolidated into one section comprising 42 basic rules. Some new material has been added, and much emphasis is placed on the responsibility of the employer for the safety of premises and operations and for instruction of workmen.

Among the new requirements is one that provides for a workman in an isolated place to be checked at reasonable intervals in the interest of his safety.

In addition to the usual provision for adequate lighting, special measures must now be taken to restore proper visibility when it is being impaired by smoke, steam or other substances.

Where possible, high temperature hazards, such as open flames and steam-pipes, must be so placed or shielded as to prevent contact with workmen.

Specific rules, including provision for emergency escape, are set out for the safe access and egress of workmen appropriate to the work area.

The usual good-housekeeping provisions contain a new rule forbidding the use of compressed air for cleaning clothing and equipment if workmen could be exposed either to the material blown by the jet or to the jet itself.

Materials must always be stacked or stored in a secure manner; in the case of bulk storage places for loose material, the safety of the workman must be ensured by the provision of safe access, or a safety belt and lifeline, and the attendance of another workman for rescue purposes.

Barricades and warning signs must be installed to prevent workmen from inadvertently entering an area where they could be injured by material dropped, dumped or spilled. Holes or pits in floors, roofs, walkways or work areas must be barricaded or properly covered.

Standard specifications are laid down for handrails and guardrails, which must be installed in the designated places.

Toe boards are mandatory equipment for floor openings, walkways and platforms over 10 feet above grade, and at

any height for walkways and platforms installed above machinery and work areas. Curbs are required for elevated vehicular thoroughfares.

### Underground Workings

One new section contains regulations pertaining to underground workings, defined as "any underground place of employment including any excavation, natural entry, adit, tunnel, raise, shaft or chamber." It does not apply to a mine subject to the mining Acts of the province.

Any new method, equipment, or deviation from standard practice in underground workings proposed by an employer must be submitted in detail to the Board for approval, together with evidence of engineering feasibility in respect to safety.

Atmospheric hazards such as dusts, vapours and gases, smoke and fumes, must be controlled by the use of breathing apparatus and ventilating fans capable of maintaining respirable air. In particular, gases produced by blasting must be removed.

Minimum air volume requirements must be met, and regular measurements of air volume taken, recorded and maintained.

### Internal Combustion Engines

A special new section is devoted to the ventilation control of engines using highly volatile fuels in underground workings. There must be at least two open exits to the surface, and adequate ventilation must be provided to prevent workmen from being exposed to exhaust gases.

The use of diesel engines does not require openings to the surface; but the volume of ventilating air must be at least 100 cubic feet per minute for each rated brake horsepower of the engines being used.

Specific operating requirements are laid down for diesel-type engines; approved exhaust-gas conditioners are mandatory.

Atmospheric tests for contaminants must be made every four hours on instruments acceptable to the Board.

Records of engine and exhaust-gas conditioner inspection and certification on each shift, together with weekly records of ventilating air volume delivered to each underground heading, and the location, time and results of tests for combustible gas as directed by the inspector, as well as any unusual circumstances, must be maintained. They are to be signed by the individual who makes each entry, and kept in a place accessible to all concerned.

### Control of Rock Dust

A three-part section contains new regulations pertaining to dust control at surface and underground workings, asphalt-mixing plants and rock-crushing plants. Effective measures must be taken by the employer to protect the workmen from harmful exposures to rock dust.

In surface operations, approved methods are specified and must be applied to suppress dust generated by the drilling, loading, transporting or conveying of rock.

In addition to the dust dispersal methods prescribed for surface operations, underground rock-excavating workings must have installed a system of mechanical ventilation—effective in all work areas—to provide a minimum air velocity of 50 feet per minute per square foot of tunnel face area.

Ten minimum requirements are laid down for the employer to ensure that dust liberated by rock-processing equipment in asphalt-mixing plants is kept below harmful limits.

Rock-crushing plants use four specific pieces of equipment that liberate excessive amounts of dust. These must be equipped with all necessary dust controls, including the following minimum requirements: a mechanical exhaust system, or water sprays, or other effective means.

In these operations, the discharge from any mechanical exhaust system must be located in such a manner as to prevent the return of contaminated air to areas occupied by workmen. Personal respiratory protection is permissible in cases where the work is of a temporary nature, and the workman's exposure to high dust concentration is of short duration.

### Firefighters

Another section, applicable to workmen who are employed as firefighters on a full- or part-time basis, contains the regulations pertaining to personal protective equipment, transportation, miscellaneous equipment, operating procedures and hazardous materials.

A particular kind of clothing is prescribed for firefighters: coats must be waterproof and highly visible; footwear must protect both feet and ankles; gloves must withstand severe cold, as well as protect against hot or burning materials; head protection must be given by a helmet designed especially against fire-fighting hazards. This clothing is to be worn during the performance of all duties associated with the cause, prevention, and fighting of fires, including training drills and practice.

The workmen must wear the personal protective equipment provided, and maintain it in good condition. The fire chief is responsible for regular inspection of the equipment, and the repair or replacement of any equipment found to be defective.

Safety belts must be available for the workmen's use to prevent falls.

At least two units of self-contained breathing apparatus, each having a minimum potential of at least 30 minutes of effective protection and an alarm warning of air or oxygen supply depletion, must accompany each fire-fighting company to a fire. There must be an adequate supply of spare cylinders or regenerative canisters at hand.

In addition to the usual regulations safeguarding workers carried by vehicles—such as communication requirement between driver and passengers, provision of interior lighting and ventilation in enclosed crew cabs, storage of equipment, and vehicle movement control—firefighters must be protected by further safety measures. The fire chief must determine the number of men allowed to ride on each tailboard, and the capacity so determined must not be exceeded. The length of tailboards must be no greater than the maximum width of the vehicle, and the design must ensure safe footing. Security against falling off tailboards must be provided by handholds, safety slings or other devices for each workman.

Ladders designed for fire fighting are to be used; they must be tested regularly and maintained in good repair. Overhead ladders must be safety-locked when the vehicle is in motion. Handles of plaster hooks must be made of material which prevents electrical shock. Battery-operated hand lanterns (at least two) must be provided for each vehicle, and only lanterns approved for the purpose may be used in an explosive atmosphere.

Further rules control operating procedures developed to prevent workmen from being injured when handling high-pressure hoses, and one specifies that the pump engine exhaust must not be discharged in the area of the pump panel, where a worker is usually stationed.

Municipal authorities must record, for the information of firefighters, the location of all hazardous substances, explosives and radio-active materials; all concerned must know the special procedures used in fighting fires which involve such dangers.

### Major Revisions

Out of the total of 725 regulations in the new book, 74 per cent are revised

and only seven per cent remain unchanged. Following is a selection of important revisions in some major areas.

### Accident Prevention Committees

This section has been rewritten to include major changes and additions. Previously, every operation in which 20 or more workmen were employed was required to have an accident prevention committee; this provision is now mandatory only where the nature of the work is classified by the Board as hazardous. In work classified as of limited hazard, only places of employment having a work force of over 50 workmen are required to have accident prevention committees.

Exceptions are now provided where the functions of the committee could be more effectively performed by other means. A joint proposal of such an alternative method may be submitted by management and workmen's representatives for Board approval.

A special arrangement covers hazardous small operations employing less than 20 workmen. The management is responsible for arranging monthly meetings, attended by as many members of the work force as possible, and directed by a supervisor for the purpose of correcting unsafe conditions and practices and maintaining co-operative interest in safety matters. Records of the meetings and the matters discussed must be kept by management.

An accident prevention committee, as before, is comprised of not less than four regular members designated equally by the employees and management. All members are to be experienced in the type of operation involved. Formerly, the regulations provided only that the workmen's representatives had to have at least one year's experience.

The basic function of the accident prevention committee is to ensure the presence and proper use of prescribed safety devices, and to report infractions, defects in equipment, and unsafe operating procedures. The committee in no way removes the responsibility of management for the safe circumstances and conduct of operations.

Records of accidents, safety inspections and accident investigations must be maintained and kept available to the committee by management. The committee secretary must now send meeting minutes promptly, not only to the Board, but also to the employer and the labour organizations involved.

Alberta and Newfoundland have also issued regulations setting up safety committees. The general criterion is the number of workmen employed—in

Alberta it is 20 workmen—with exceptions for industries classified as "low hazard." In Alberta, wherever operations are such that a safety committee cannot function efficiently, the Board, on the application of the employer, may approve another arrangement. In Newfoundland, every manufacturing plant, construction camp, workshop or other undertaking within the scope of the Act, must have a safety committee if 10 or more workmen are employed.

### Personal Protective Equipment

Regulations that changed or added to personal protective equipment are, in some instances, an expansion in detail of previous regulations. For example, safety hats are to be worn by men exposed to electrical hazards; hand protection is necessary when materials are liable to puncture or irritate; and workmen exposed to the risk of drowning are to wear a device that produces buoyancy. A workman should wear visible materials when exposed to the danger of moving vehicles and, if he is liable to be trapped while working, he should wear a safety belt attached to a life-line on which there is only one workman. Regulations now specify that the rope of these life-lines should be not less than three quarters of an inch in diameter (previously, one half inch).

### Health Hazards

As before, there is a general requirement that when work processes result in air contamination, the employer is to reduce the contamination below the level which constitutes a hazard; and special procedures are to be followed where men work in a confined space.

Employers and workmen subject to the Regulations are to follow the Atomic Energy Control Regulations (L.G. 1960, p.609) that deal with the radiation hazard resulting from exposure to radioactive substances. If a radiation hazard could result from X-ray or similar mechanical equipment, either the equipment must be so shielded that workmen are protected, or the workmen must be provided with suitable equipment to prevent injury from such exposure.

A new provision has been added in regard to noise control. The Board's Inspection Staff includes officers with special training, and the evaluation of noise problems has for some time been carried out by inspectors with special knowledge and using specialized equipment. The new Regulations provide that when workmen are required to work in areas in which noise levels exceed the criteria adopted by the Board, the employer shall take appropriate measures to



suppress the noise to approved levels. If it is not reasonably practical to decrease the noise or isolate the workmen from the noise, the workmen shall wear personal protective equipment which will effectively protect them from harmful effects.

### **Overhead Power Lines**

Regulations from various sections in the previous edition have been collected and expanded and now form a new section on overhead power lines. Provisions state that material or equipment is not to be closer than 10 feet to an energized power line unless the workmen involved are protected; the employer is responsible for ascertaining voltage, maintaining minimum clearance distance, and ensuring that no material and equipment is handled within the minimum distance if transmission lines require greater clearance than 10 feet. Before work begins, assurance in writing must be obtained from persons controlling the system of the de-energizing, guarding or re-routing of electrical conductors. This shall be made known to all persons involved.

If de-energizing is not possible, the following regulations apply: the area must be barricaded; a watchman must observe and order movement; signalling is imperative during equipment movement; except for the operators, no one shall make contact with equipment while in the area of energized electrical conductors; and no workman shall move a load from its position of natural suspension when in the proximity of conductors.

### **Powered Mobile Equipment**

Extensive changes were made in the rules governing powered mobile equipment. Among the new provisions are rules stating that: a safe means of access is to be provided to operating platforms and cabs; only a trainee, supervisor or maintenance personnel may be allowed on the equipment; working-load capacity must be noted on the lifting equipment; only authorized persons can ride on railway cars during a switching operation; and no controls or any part of the operator can be outside the cab if the equipment has moving parts on the sides of the operator's compartment.

When seat belts are installed, they are to be used when the equipment is in motion. On road graders, safety devices, chains or bars are to be installed, and are to be used when work is done with the cab door open. No equipment is to be left unattended unless the load is secure; workmen are not permitted to remain in the area of a swinging load or

equipment; material is to be secured during transportation; and a bulkhead or substitute should be used as protection for the driver.

### **Explosives**

A "blasting area" is defined as any area extending at least 50 yards in all directions from any place in which explosives are being prepared, fixed or fired, or in which unexploded charges are known or believed to exist. The blaster is completely responsible for the safety of all workmen in this area.

As before, no person can carry out a blasting operation unless he holds a blaster's certificate from the Board. Blasters' certificates, unless otherwise stated thereon, are granted during the pleasure of the Board and may be revoked for cause at any time. Re-examination may now be required by the Board, and failure to complete the re-examination to the satisfaction of the Board invalidates the certificate. Certificates may be suspended indefinitely by the Board or by any inspector if the competency of the blaster is suspect.

Reports of blasting accidents or irregularities are now to be submitted whether or not any person was injured, and are to contain more detailed information than formerly.

A number of provisions regarding transportation, storage and usage of explosives have been changed.

In regard to transportation, it was previously prohibited to carry over 50 lbs. of explosives in a conveyance that was also transporting merchandise liable to cause or communicate fire or explosion, and adequate firefighting equipment had to be on a conveyance when over 50 lbs of explosives were carried. These regulations now apply to the transportation of any amount of explosives.

Signs designating explosives are to use red letters on a white background, and on conveyances the letters in the word "explosives" must be 6 inches high.

Firing regulations are strengthened and expanded to include the use of a standard blasting code, and the signals to be given by a device that provides sounds distinct from those produced by other signalling devices in the area. Emphasis is again placed on the absolute responsibility of the blaster himself to ensure that the danger area is clear of workmen. The blaster must make a personal check for misfires and must keep a log book of the results of his examination. The procedures to be taken in the event of misfires are set out.

### **Explosive-Actuated Tools**

The rules governing explosive-actuated tools, first adopted in 1955, have been expanded to require that fasteners shall not be driven through existing holes unless the tool is specially equipped by the manufacturer for accurate alignment of the barrel. As before, it is the employer's responsibility to see that operators are trained in the use of such tools and that they know the regulations governing their use. It is further provided that knowledge of an incompetent or unauthorized person using an explosive-actuated tool should be put before the Board.

### **Machinery and Equipment**

The important sections on guarding of machinery and equipment contain a number of changes. Among them is one that permits the maximum rim velocity of operated cast iron fly-wheels and pulleys to be increased from 5,000 feet to 6,000 feet per minute. Other changes involve more specific requirements for restraining devices on pipes and other equipment under stress.

### **Construction Procedures**

Where there is a danger of falling materials, the area should be protected by barricades or canopies; catch platforms should be provided—and specific requirements are given for these. There should be a safe means of access to work areas in the construction of bridges or similar structures, and either water construction projects must be attended by rescue boats kept on the downstream side of the work, or installed lifelines should be kept close to the surface.

### **Construction Towers and Hoists**

The erection and maintenance of towers must be performed by experienced workmen only. Operation of construction hoists is confined to workmen familiar with the signs, notices, operating instructions and signal codes pertaining to the safe operation of equipment.

### **Temporary Passenger Hoists**

A major revision of safety rules for construction hoists was issued in 1956. These provisions have now been strengthened by new regulations regarding brakes. For example, the brake is required to be so arranged that it can be operated automatically if there is a power failure. Other new regulations relate to the testing of controls and equipment.

### **Excavations, Ladders, Scaffolding**

The general rule regarding work on excavations, ladders or scaffolding is that



the work must be carried out in accordance with the requirements of the Canadian Standards Association, the American Standards Association, or the Board. Many specific rules previously spelled out in the regulations are comprehended by this general provision.

In regard to excavation work, the rules laid down that the location of service facilities—e.g., cables and pipelines—must be determined before excavation is begun; and the sides of an excavation should be sloped to the angle of repose of the material. As in Ontario and Quebec, a ladder must now be provided when a worker enters an excavation over 4 feet deep; under the previous regulations, ladders were necessary every 100 feet when the depth was 6 feet.

Several new provisions have been added respecting work on ladders. Step ladders, trestle ladders and extension ladders shall not be more than 20 feet in height; fixed ladders of more than 20 feet shall have platforms, be caged, or have other guards. This regulation does not apply to men who are used to heights. The cleared space required behind rungs on fixed ladders has been changed from 6½ inches to 7 inches.

Scaffolds are to be designed, erected and maintained in accordance with C.S.A. or A.S.A. Codes, or the requirements of the Board or a registered professional engineer.

With respect to materials for scaffolds, wood used must now be a grade suitable for structural purposes, and be inspected for defects before use. Previously, selected common grade lumber could be used. When thrust-outs are used to suspend swing stages, they must be of structural grade fir or material of equivalent strength.

There are also new requirements regarding rope used in swing stages. When exposure to adverse chemicals is likely, fibre rope shall not be used, unless the rope is inert to chemicals. Wire rope must now be at least five sixteenths of an inch in diameter instead of three eighths.

Numerous other provisions relating to the structure of scaffolds and swing stages have been changed in some respects.

### **Hoisting Equipment**

This section contains 46 regulations: three are new, and the rest have been rewritten for clarity and brevity.

Among the general requirements, one calls for the safe working load to be determined (by the manufacturer of the equipment, a professional engineer, or other persons whose qualifications are acceptable to the board) and to be affixed on the equipment in the form of a

clearly legible, permanent notation. Unless the safe working load of jibs or booms used in conjunction with the hoisting equipment is shown on the load-rating notation, a separate load-rating notice must either be posted on the equipment, or kept by the operator at all times when he is operating the equipment.

When hoisting equipment is in use, the manufacturer's manual must be kept available, and the methods therein followed in the erection, operation and maintenance of the equipment. Any approved modification must become part of the manual. Defects, operating problems, alterations, structural modifications, and the maintenance history of the equipment must be recorded in some form of log-book and held available at all times for all persons concerned.

A further new regulation controls the operation of climbing tower cranes. The boom must be positioned directly over the load when lifting; the counterweight must be as recommended and used only for the purpose for which it was designed; and, when work is being done near power lines, means must be provided to ensure that the boom or trolley does not come closer than 10 feet to any power line.

### **Rigging**

Unless otherwise specified by regulation, the maximum rated load of chains, attachments and other rigging equipment must be warranted by the manufacturer, a professional engineer, or by other persons whose qualifications are acceptable to the Board. When such warranties are not obtainable, the rigging must have a safety factor of five, and if it is used to carry workmen, ten.

The rigging blocks of cranes, derricks and hoists must be installed or constructed in such a manner as to prevent the cable from jumping off the sheaves.

The list of specifications for wire rope cable clips has been revised and expanded to include the number of clips, and the spacing between clips for nine more rope diameters than before.

### **Logging**

Logging regulations, last revised in 1961, contain a number of new provisions. One of these, relating to falling and bucking procedures, specifies that the management of every operation shall make available to the workmen who might be endangered a written procedure of falling and bucking methods. The written procedure shall include: (a) the minimum and maximum distances between fallers and other workmen (b) the procedure to follow in case of falling

and bucking difficulties, and (c) the means of securing and rendering assistance in case of accident.

### **Sawmills**

Many of the 39 regulations for sawmills have also been reworded for simplification, and, with some rules added, placed under eight headings.

On booming grounds, the elevated work platforms should have guard rails installed if possible; if this is impractical, the platforms must be at least three feet wide.

Protection for workmen around log-hauls and log-decks has been increased—particularly to prevent falls into the log-well—by the required installation of guards. In line with these added safety provisions, the employer must now provide methods and devices to prevent the dangerous movement of logs on hauling or hoisting equipment, at the mill end of the log-deck, and at the outfeed and infeed sections of mechanical ring barkers.

Barker rolls must now have devices to secure them when they are raised to allow work to be done in that area. High-pressure barker hoses must be equipped with restraining devices to prevent their dangerous movement in the event of breakage of the hoses or connections.

New safety regulations inserted into the provisions pertaining to sawmill head rigs include one stipulating that means must be provided to prevent workmen riding the log-carriage from contacting any structure or from falling into the carriage.

Knife or fin-type splitters must now be installed on circular saws and re-saws to reduce the hazard of kickbacks. These devices must be of a minimum height of one half the distance from the collar to the top of the saw.

Another provision requires that a barrier must be installed both in front of and behind all slasher jaws and multiple trimmer saws. Further kickback protection must be ensured by the installation of kickback fingers, of a design acceptable to the Board, on all fixed or adjustable saw edgers (including edgers used as gang saw) exposing workmen to material thrown back by the saws.

Attention has also been paid to safer storage, handling and transportation of lumber. Lumber piles must be erected plumb and level and maintained in a stable condition. Unit loads of lumber, other than strapped or packaged bundles, have to be separated by dunnage during vehicular transportation, and the entire load must be secured to the conveyance.



## Window Cleaning

The revised window-cleaning regulations consolidate the old itemized specifications in a general requirement section:

Where workmen are employed as window-cleaners, the employer shall ensure that workmen perform these duties in accordance with the requirements pertaining to operations and equipment as specified by:

- (a) the Canadian Standards Association Code of Practice for Window Cleaning,
- (b) the regulations in this section or other sections that may apply to them, and
- (c) any other regulations that the Board may deem necessary.

Acceptable safety devices now include elevating platforms, extended window platforms, life-lines and other devices acceptable to the Board. Safety devices used more than 10 feet above grade must now be inspected before use, and must not be used if they are defective in any way.

When devices such as auxiliary sills are used, they must be designed to be secured from within the building. Outside passage from window to window is forbidden except when the workman is safeguarded by a continuous ledge more than 10 inches wide or by the continuous protection of safety devices.

## Other Provisions

Other parts of the regulations, dealing with electrical systems, transportation of workmen, welding and burning, wharves, docks and floating equipment, and painting, have also been substantially revised. A number of new rules governing transportation of workmen by boat has been added. To guard against the hazards of airless type spray units, prior training for the operators is required.

## ONTARIO

### Minimum Wage Act

Minimum wage rates in Ontario having reached the projected levels on December 27, the Government has replaced the three general minimum wage orders, which set rates on a zone basis, by a new general order with province-wide coverage. The new order sets the same general minimum, \$1 an hour, but has made some changes in the provisions respecting pieceworkers, seasonal cannery workers and learners.

The two orders governing construction workers have also been consolidated into one order with no change in the rate,

which remains \$1.25 an hour for all construction workers in the province.

## General Order

As noted above, the minimum for experienced workers in most industries remains \$1 an hour. The principal change is that a provision relating to pieceworkers that was inserted in the original orders to minimize the adverse impact of the new minimum wage program has been removed. This provision stated that, where employees were being paid on a piecework basis, the employer was deemed to be in compliance with the minimum wage orders if four fifths of his employees, other than learners, were receiving the equivalent of the minimum wage. The repeal of this provision means that all pieceworkers, other than learners, must receive the equivalent of the \$1-an-hour rate.

Lower minimums are again set for certain categories of employees. A minimum of 60 cents an hour is again payable to persons under 18 years employed as messengers, delivery boys, pin setters, etc.

A minimum of 80 cents an hour is again set for students employed throughout the school year who do not work more than 28 hours in any week, and for students employed during the Christmas and Easter vacations and during the period May 15 to September 15, irrespective of the number of hours worked in a week. During the first month of employment, a student employed during the summer months who works more than 28 hours a week may, however, be paid a minimum wage of 70 cents an hour.

The minimum for seasonal cannery workers employed for not more than 16 weeks in a calendar year has been increased from 80 cents to 90 cents an hour.

The minimum for learners is 90 cents an hour. In the hotel and restaurant business, this learners' rate is payable only for one month; in other industries it is payable for the first four months of employment. This will not affect employees hired on a time basis, but represents a change for pieceworkers. Previously, a pieceworker could be paid up to 20 cents less than the prescribed minimum during the first three months of employment, and 10 cents less during the next three-month period.

As before, there is a quota on learners. The number of persons employed as learners—other than students employed during the summer who work more than 28 hours a week—may not exceed one fifth of the total number of employees of an employer, except that, if the total

number of employees is fewer than five, only one person may be employed as a learner.

Also, certain classes of employees may not be paid learners' rates even though inexperienced. The new general order makes it quite clear that persons who do "homework" as defined in the Industrial Safety Act may not be paid learners' rates. The following other classes of employees also continue to be excluded from the learner provisions:

- cleaners or janitors or persons performing similar maintenance duties on the premises of the employer;
- persons holding a certificate of apprenticeship or a certificate of qualification under the Apprenticeship and Tradesmen's Qualification Act, 1964, or any earlier Act;
- office workers who hold a secondary school graduation diploma of a commercial course, or who have completed a course in business or office practice provided by a registered trade school;
- part-time workers employed for less than 28 hours a week;
- students employed during the school year who work 28 hours a week or less, and students employed during the Easter or Christmas vacations;
- persons subject to the special provisions for employees under 18 years.

The new orders were gazetted as Ont. Reg. 38/66 and 39/66 on February 26, and went into force on April 1.

The following Ontario regulations were rescinded: 134/63, 99/64, 102/64, 126/64, 6/65, 7/65 and 8/65.

## QUEBEC

### Workmen's Compensation Act

As a result of requests from several municipal and school corporations, the Quebec Minimum Wage Commission has issued a bylaw making it possible for municipal or school corporations, which at present are individually liable to pay compensation, to be brought under the collective liability system.

Upon receipt of a written petition, the Commission may transfer a municipal or school corporation from Schedule II to Schedule I of the Workmen's Compensation Act.

The bylaw (No. 29) was approved by O.C. 207 and was gazetted on February 26.

Another order gazetted the same day (O.C. 208) transferred the Bell Telephone Company of Canada from Schedule II to Schedule I, thus bringing it under the collective liability provisions.

# 89,500 Placements Reported in March

## Above Monthly Average for Five Years

Local offices of the National Employment Service reported 89,500 placements in March, a decrease of 0.8 per cent from the number in March 1965. This was the second highest total for March in the postwar period, and was 19.5 per cent above the average for the month in the previous five years.

The slight change from the same month last year reflected an over-all reduction in the number of casual placements this year, particularly in the Ontario Region, where there was a heavy demand for labour for snow removal in March 1965. This year, however, the Prairie Region experienced major blizzards early in March, and a flood threat to the Winnipeg area near the end of the month. These factors were reflected in a substantial increase in the number of placements in that region.

The regional distribution of placements in March, and the percentage change from March 1965 were:

Atlantic	6,100	— 4.9
Quebec	23,900	— 4.9
Ontario	30,400	— 8.9
Prairie	18,100	+22.8
Pacific	10,900	+ 4.0
CANADA	89,500*	— 0.8

Regular placements (those where employment is expected to last for more than six working days) totalled 66,200. This was an increase of 1.0 per cent from the total in March 1965 and accounted for 74.0 per cent of all placements in March 1966, compared with 72.7 per cent in 1965.

The cumulative total of all placements for the first quarter of 1966 was 245,800, an increase of 2.6 per cent over the corresponding total in 1965. This was the highest figure for the period since 1945.

The regional distribution of cumulative totals, and the percentage change from 1965 were:

Atlantic	16,900	+ 3.0
Quebec	65,900	— 9.1
Ontario	86,700	+ 3.0
Prairie	44,200	+10.5
Pacific	32,100	+21.0
CANADA	245,800	+ 2.6

Placements of male workers amounted to 61,400, which was 1.8 per cent below the figure for March 1965, and reflected the reduction in casual placements.

	March 1966		Jan.-Mar. 1966	
Atlantic .....	4,200	— 9.2	12,100	+ 3.8
Quebec .....	16,600	— 6.0	46,700	—10.2
Ontario .....	19,900	—14.3	56,300	— 1.3
Prairie .....	13,000	+34.5	30,600	+15.4
Pacific .....	7,600	+ 4.8	23,600	+28.0
CANADA .....	61,400*	— 1.8	169,300	+ 2.2

Female placements totalled 28,100, an increase of 1.4 per cent from the March 1965 total. All regions with the exception of Quebec reported increases, and

The regional distribution of male placements, and the percentage change from 1965 were:

the decrease in that region was not large.

The distribution of female placements, and the percentage change from 1965 were:

	March 1966		Jan.-Mar. 1966	
Atlantic .....	1,800	+ 6.5	4,700	+ 1.1
Quebec .....	7,300	— 2.3	19,200	— 6.4
Ontario .....	10,500	+ 3.4	30,400	+12.0
Prairie .....	5,100	+ 0.4	13,600	+ 0.8
Pacific .....	3,300	+ 2.3	8,500	+ 5.2
CANADA .....	28,100*	+ 1.4	76,400	+ 3.4

Placements involving more than one area (transfers out) totalled 3,500, an increase of 300 over the total for March 1965. The proportion of such placements to all placements increased from 3.5 per cent in March 1965, to 3.9 per cent in March of this year. In the first quarter of the current year the placements increased by 11.0 per cent over those in the comparable period in 1965.

Transfers out, by regions, were:

	March 1966	Jan.-Mar. 1966
Atlantic .....	300	800
Quebec .....	1,000	2,600
Ontario .....	1,100	2,900
Prairie .....	300	700
Pacific .....	800	2,400
CANADA .....	3,500	9,500*

\* Discrepancies are caused by rounding.

Employers notified the local offices of the National Employment Service of 126,800 vacancies in March 1966. This was an increase of 2.6 per cent over the March 1965 total and 28.6 per cent over the average for the month during the past five years. Vacancies for men, at 83,000, increased by 1.7 per cent over March 1965, and vacancies for women, at 43,900, increased by 4.5 per cent. The cumulative total of vacancies received during January-March 1966 was 331,500. This was an increase of 4.0 per cent over the corresponding period in 1965, and the highest number recorded for any comparable period since 1947.

By the staff of the National Employment Service, Department of Citizenship and Immigration.



## Claims for Jobless Benefits in February Show 20,000 Increase Over January Total

Claimants for unemployment insurance benefit on February 28 totalled 530,500, almost 20,000 more than the January 31 total of 511,800. A year ago at the end of February the total was 559,200.

Males accounted for 400,000, compared with 385,000 at the end of January, and 430,000 in February 1965. Almost all of the month-to-month increase and the year-over-year decline, was accounted for by the male claimants.

Claimants for seasonal benefit increased by almost 25,000 in February to 134,600 from 109,900 on January 31. The increase was mainly concentrated among persons eligible for non-fishing seasonal benefit. The number of claimants eligible for fishing benefit numbered 25,600 on February 28, compared with 24,700 on January 31, and 27,600 on February 26, 1965. Virtually 90 per cent of fishing seasonal benefit claims are filed in the first two months of the seasonal benefit period, compared with less than 50 per cent for non-fishing seasonal benefits.

### Initial and Renewal Claims

A total of 150,300 initial and renewal claims was filed, a decrease of 75,000 from the 225,000 in January, and 9,700 less than the February 1965 total of 160,000.

The average weekly beneficiaries were 440,600 in February, more than 20 per cent higher than the January estimate of 361,200. A year ago this figure was 454,800.

Benefit payments amounted to \$44.3 million in February, compared with \$35.9 million in January, and \$45.3 million a year ago in February. The

average weekly payment was \$25.14 for February; \$24.86 for January, and \$24.92 for February 1965.

### Insurance Registrations

On February 28, 1966, insurance books or contribution cards had been issued to 5,101,330 employees who made contributions to the Unemployment Insurance Fund since April 1, 1965.

On the same date, registered employers numbered 345,364, an increase of 455 since January 31, 1966.

### Enforcement Statistics

During February, 9,320 investigations were conducted by enforcement officers across Canada. Of these, 6,470 were spot checks of claims to verify the fulfilment of statutory conditions, and 1,068 were miscellaneous investigations. The remaining 1,782 were investigations in connection with claimants suspected of

making false statements to obtain benefits.

Prosecutions were begun in 277 cases, 99 against employers and 178 against claimants.\* Punitive disqualifications as a result of claimants making false statements or misrepresentations by claimants numbered 599.\*

### Unemployment Insurance Fund

Revenue received by the Unemployment Insurance Fund in February totalled \$32,517,818.40, compared with \$36,064,001.38 in January and \$30,089,356.44 in February 1965.

Benefits paid in February totalled \$44,299,219.43, compared with \$35,910,149.73 in January and \$45,332,816.35 in February 1965.

The balance of the Fund on February 28 was \$150,138,385.98, on January 31 it was \$161,919,787.01, and on February 28, 1965, it was \$60,551,186.36.

## Decisions of the Umpire Under Unemployment Insurance Act

Two decisions were rendered under the Unemployment Insurance Act by the Umpire, the Hon. Mr. Justice John D. Kearney of the Exchequer Court of Canada. The decisions were in CUB (Canadian Umpire Benefit) 2522 and in CUB 2540.

### CUB 2522

On a renewal application for benefit the claimant reported employment as a machine operator helper with . . . Company, Toronto, from January 4, 1964 to April 8, 1965 at an hourly rate of \$1.90. He made the following statement with regard to his separation:

I was fired for refusing to wear a pair of gloves that I felt were unsafe. I had been wearing these gloves for three days. I was working with very oily materials and the gloves kept slipping. I asked my foreman for another pair and I was told no. I was told to

go home because I wouldn't work with these gloves. I was notified in the mail Sat. 10 April, 65 that I was fired. I am available for work.

The employer was informed of the claimant's statement, and he was requested to explain the nature of the orders that the claimant refused to carry out.

The employer's reply to this request, dated April 28, 1965, reads:

In reply to your letter regarding the above claim, [claimant] was discharged from this company when he refused to return to work when ordered to do so by his foreman.

Regarding the gloves claimant stated were unsafe, it was the opinion of the unit foreman, and the unit supervisor that the gloves claimant was

\* These do not necessarily relate to the investigations conducted in this period.

wearing were safe and that claimant should return to work.

The insurance officer, by letter, dated May 11, 1965, notified the claimant that he was disqualified, and benefit was suspended from April 11, 1965 to May 15, 1965, inclusive, because he had lost his employment with . . . Company for cause within the meaning of the Act. (Section 60(1) of the Act).

On May 13, 1965, the claimant appealed to the board of referees, and his notice of appeal reads:

I wish to appeal my disqualification imposed on 11 May, 1965. I did not have my book earlier because I received a job from UIC and I had to deposit it at my employer. Today I filed another claim and I deposited my 64/65 book.

I was fired for refusing to wear a pair of gloves that I felt were unsafe. I had been wearing these gloves for three days. I was working with very oily materials and the gloves kept slipping. I asked my foreman for another pair and he refused me. I asked if I could buy another pair. I was told, No. I was told to go home because I wouldn't work with these gloves.

I was ready and willing to work even without any gloves rather than with not proper gloves. I started to work without gloves, but the foreman took me off from the job.

May I add that I never received from UIC any report cards.

The insurance officer informed the board of referees that the claimant had also been disqualified under Regulation 146 for having failed to make his claim in the prescribed manner. However, on receipt of the claimant's appeal containing further information regarding the reason for non-deposit of his insurance book, the insurance officer rescinded this disqualification and notified the claimant to this effect on May 18. No further submission was made to the board by the insurance officer.

### Board Hears Appeal

The board heard the appeal at Toronto on May 27. The claimant was not present and was not represented. Mr. — of the employer's personnel office, appeared and told the board that the gloves in question were supplied by the employer, that the claimant was a member of the Steelworkers' Union, and that the claimant had taken this matter of supplying another pair of gloves to his union, which resulted in the "getting together" of the foreman, the supervisor and the union president at the time of

the claimant's discharge. Mr. — said it had been definitely established that the gloves the claimant was wearing were suitable. In response to a question, he said that the gloves would have been exchanged even after only three days had they not been suitable.

The majority of the board upheld the insurance officer, but the dissenting member thought that there was some doubt, and that the claimant should have the benefit of it.

On June 6, 1965, the claimant appealed to the Umpire, and his notice of appeal reads:

I was fired for refusing to wear a pair of gloves that I felt were unsafe. I had been wearing these gloves for three days. I was working with very oily material (steel) and it kept slipping from the gloves. I asked my foreman for another pair and he refused me. I asked if I could buy another pair I was told, No. I was ready and willing to work even without any gloves rather than with not proper gloves. I started to work without gloves, but the foreman took me off the job and told me to go home because I wouldn't work with these gloves. He then changed his mind and took me to the office and phoned the supervisor to come to the office.

When the supervisor came, the foreman told him what happened, and the supervisor asked me to return to work. He asked me three different times to return to work wearing the same gloves. I told him I would gladly return to work with another pair of gloves. He refused me another pair, so I asked him if I could buy a pair from the company or go to the corner store to buy a new pair, and he refused me again. I did not refuse to go back to work, I simply refused to wear the oily gloves. The supervisor told me to go home, that I was suspended indefinitely. A few days later I received a registered letter advising me that my employment with the company was terminated.

I would also like to add that about a week before, the same material (steel) fell from a crane because it was too oily. The load of steel weighed about 5,000 lbs. There was two men working on the crane at the time. They were very lucky to escape serious injuries.

### Considerations and Conclusions

A refusal to work under the conditions specified by an employer is, *prima facie*, "misconduct" within the meaning of the Act. The claimant here did not

show that those conditions were so unreasonable as to justify his refusal, and the insurance officer correctly imposed a disqualification.

As a consequence, I decide to dismiss the claimant's appeal.

### CUB 2540

The claimant filed a renewal application for benefit at Edmonton on February 25, 1965, and registered for employment as a welder. He reported employment as a welder at Windfall, Alberta, at \$3.20 per hour, from December 12, 1964 to February 19, 1965. His reason for separation, confirmed by the employer, was, "I was laid off by employer due to reduction in staff." The claimant stated that he was unemployed, capable and available for work from February 19, 1965. The claim was allowed.

On March 10, 1965, the local office offered the claimant employment as a welder. The details of the job, as reported, were:

Employer: . . . Company, Edmonton; occupation, welder; wages, \$3.10 per hour; prevailing rate, \$2.50 to \$3.20 per hour; duration, permanent; hours, 8 per day, 40 per week, days; distance from residence, city and own transport, 20c a day; special skills, qualified "B" pressure welder.

The claimant refused this job, giving as his reason:

I am a member of the Plumbers & Pipefitters Union, Edmonton. The union rate for welders is \$3.20 per hour. The job offered at . . . Company is non-union, and pay \$3.10. These are the reasons I did not accept the job.

The local office commented:

We feel employment offered was suitable. This employer has a union agreement which says that their welders be paid \$3.10 an hour while working in the city.

A further local office comment gave the following information obtained from the prospective employer:

The shop considers they are a union shop, but are not in accord with their demands at the present time. The agreement with the union has expired (prior to March 10 date of offer). Welders are paid \$3.10 per hour by their company. The union is demanding a higher rate.

On March 26, 1965, the insurance officer notified the claimant that he was disqualified and benefit suspended from March 7, 1965 to April 17, 1965, inclusive, in accordance with section 59(1)(a) of the Unemployment Insurance Act, for



the following reason: "After having become aware that a situation in suitable employment with . . . Company was vacant, or about to become vacant, you, without good cause, refused or failed to apply for such situation, or failed to accept it when it was offered to you."

On April 2, 1965, the claimant appealed this decision to the board of referees. His notice of appeal reads:

In the case of [claimant] refusal to accept employment with . . . Company.

Please be advised that the above mentioned company does not have a signed collective bargaining agreement with [our union].

I refused employment with this company because of the lower rate of pay than the employment I had prior to this refusal on March 7, 1965.

Further, that this company offered conditions less favourable than my previous employment, due to the fact that my former employer was contributing 2½ cents per hour on my behalf into a Joint Training and Educational Fund.

Since wages and conditions were lower than those observed by agreement between employers and employees in this area, and I was available for, and willing to accept suitable employment, I hereby appeal to you for a hearing before a Board of Referees.

I wish to request that my union business agent represent me before the board.

On March 18, 1965, the claimant obtained a job at Edmonton as a welder at \$3.20 per hour. On March 26, he voluntarily left this job in order to attend a two-week course in welding. The course was UIC-approved, but the claimant had not been directed to take it.

On April 22, the insurance officer notified the claimant that he was disqualified and benefit suspended from March 28, for as long as he failed to prove that he was available for work, as required by section 54(2)(a) of the Unemployment Insurance Act, in that, during the normal hours, he was attending a course of instruction in welding at Northern Alberta Institute of Technology, to which he had not been directed by the Unemployment Insurance Commission.

On April 30, the local office provided the following information:

Phone to claimant's wife 30 April. Course extended from March 29 to April 9, 1965. Claimant commenced work at Pine Point today.

The insurance officer thereupon terminated the second disqualification.

The claimant's union representative requested that the claimant's appeal to the board of referees against the disqualification imposed under section 59(1)(a) of the Act also include an appeal against the second disqualification.

In his submission to the board of referees, the insurance officer commented that a claimant cannot be directed to a course while a definite disqualification is in effect.

The board heard the case at Edmonton on June 9, 1965. The claimant was not present, but was represented by his union. On both disqualifications, the board unanimously upheld the insurance officer; and on July 6, the union appealed the board's decision to the Umpire. The notice of appeal reads:

Had [claimant] accepted employment, he would have lost the right to observe the lawful rules of the union, which possibly could have resulted in expulsion, Sec. 61(B) Act Sec. 24(8) Sec. 33(A), By Laws Sec. 172, Constitution. This employment was in his usual occupation, but at a lower rate of earnings, and conditions were less favourable than those observed by agreement between employer and employee, or than those recognized by good employers. Neither our local nor the [international union] would term an employer as good, when he is without a collective bargaining agreement for 4 years.

It is not the intent of our local to make the Commission an involuntary third party to an agreement between the union and employee as outlined in the referees' decision, but if this decision was upheld it would induce unfair employers to continue paying lower than union recognized rates and could have very serious union breaking consequences across Canada.

Further written evidence will be submitted at a later date to the Umpire.

On July 30, 1965, the Chief of the Adjudication Division of the Commission submitted the following statement of observations:

1. The evidence indicates that the claimant was offered an opportunity of suitable employment in his usual occupation as a welder, at a wage of \$3.10 an hour.

2. Although the union in its appeal is invoking Section 61 of the Act, this section has no application under the particular circumstances of the case.

The Umpire has held in numerous decisions (CUBs 1662, 2022, 2299, 2313 and 2374) that the provisions of Section 61 were made solely to protect the employee, as an individual, against the employer who might take the initiative to prevent the employee from becoming, from continuing to be, or from refraining to become a member of a worker's organization, and of making him lose his unquestionable right in this matter. [For the first three decisions cited, see L.G. 1959, p. 1087; 1962, p. 1061; 1964, p. 316.]

3. The question to be decided is whether the claimant refused or failed to apply for a situation in suitable employment when offered to him, under section 59(1)(a) of the Act.

4. Section 59(2)(b) of the Act provides that employment in a claimant's usual occupation is not suitable if it is either at a lower rate of earnings or [under] conditions less favourable than those observed by agreement between employers and employees, or in the absence of any such agreement, than those recognized by good employers. Under this provision of the Act, where a labour agreement exists, the suitability of the employment is governed by the agreement between the employer and the employees at the place of employment where such an agreement exists. Where no such agreement exists, the suitability of the employment is governed by the conditions of employment and rate of wages paid by good employers, and not union rates alone. The contention of the union to the effect that the employer is not a good employer because he did not have a labour agreement with the union and was not paying union rates, is not supported by jurisprudence. (CUBs—1217, 1331, 1331A, 2057, 2299, 2313 and 2374). The board has found that the employer did have a labour agreement up to March 31, 1961 and apparently at the relevant time was negotiating a new contract, which was signed on May 1, 1965. The rate of wages offered was well within the prevailing rate paid by good employers in the district. [For the decisions cited above that have been reported, see L.G. 1962, p. 1403; 1964, p. 316.]

5. In respect to the disqualification under section 54(2)(a) of the Act, the claimant was not directed to the course of instruction by the Commission and was only interested in completing the course. Thus he could

not prove availability for work the same as claimants generally (CUBs—1249, 1528, 1617, 1640, 1641). [For the first decision cited here see L.G. 1956, p. 1047. The others were not reported.]

6. It is respectfully submitted that the union's appeal should be dismissed.

In a letter dated August 4, 1965, the union commented on the above statement:

With reference to the material forwarded to you from the local UIC office, there seem to be some discrepancies. The local union feels that in our appeal to the referees, Section 61-B of the Act should have been upheld, as in [claimant's] case he would not have been observing the lawful rules of the union had he accepted this employment. Further, the local union questions the right of the Commission to say which employers are good and which are not.

In its report (UIC 493), the local office states that the prevailing rate was \$2.50 to \$3.20 per hour and that the company at the time in question had a union agreement. The matter of the prevailing rate is highly questionable, and the statement that the company had a union agreement simply is not true.

Regarding [the insurance officer's] written observations, that "the shop considers they are a union shop", it appears to this local union that the local UIC office is willing to accept the word of the company unquestioningly, regardless of the fact that this company was without a collective bargaining agreement for over four years, and did not participate in any negotiations during that time . . .

The request for an oral hearing was granted and the hearing was held at Toronto on September 15, 1965. The union was represented by its general organizer, and the Commission by one of its solicitors.

During the hearing, [the union representative] stated that the union wished to withdraw its appeal from the disqualification imposed on the claimant under section 54(2)(a) of the Act, and the Umpire agreed to his request.

### Considerations and Conclusions

The only question at issue in this case is whether the claimant was rightly disqualified from receiving benefit pursuant to section 59(1)(a) of the Act.

The record shows that the employment offered was in the claimant's usual occupation, and no satisfactory evidence has been adduced to prove that the employment was "at a lower rate of earnings or on conditions less favourable than . . . those recognized by good employers" in the district. As I am not prepared to say that an employer who had no bargaining agreement with a union and paid only ten cents less than the union rate of \$3.20 an hour is not a "good employer" within the meaning of subsection (2)(b) of section 59 of the Act, I consider that the employment offered was suitable.

The union has contended that the claimant's reason for refusing the employment came within the purview of section 61 of the Act, but, as submitted by the Chief of the Adjudication Division in his statement of observations, "this section has no application under the particular circumstances of the case". I need only refer the appellant to the jurisprudence established by the Umpire in the decisions mentioned in the second paragraph of that statement.

In view of the foregoing, I decide to confirm the unanimous decision of the board of referees.

The union's appeal is dismissed.

### Technical Note to "E" Tables

Under the Unemployment Insurance Act, contact between the claimant and the Unemployment Insurance Commission is achieved by means of a network of local offices. Tables E-2 to E-4 relate to local office operations, though Table E-3 includes data on regional office processing.

Upon separation from employment, a person wishing to file a claim for benefit applies to the nearest local office of the Commission. An application for employment is completed at the National Employment Service and, if a suitable vacancy exists, a referral is made. If suitable employment is not available, a claim for Unemployment Insurance benefit is filed at the local office. The claim will be either an "initial" or a "renewal" depending upon whether or not it is necessary to compute benefit rights. On an initial claim, the claimant's benefit entitlement is calculated and this will be available for compensation of spells of proven unemployment during a period of one year, unless used up prior to that time. When a claimant misses two successive scheduled reporting dates and subsequently files a claim, a renewal claim will serve to re-activate the claim, provided there is still benefit available.

The total of initial and renewal claims (Table E-3) thus approximates the number of recorded separations from employment during a month. However, to the extent that an initial claim is taken from a person who has just exhausted benefit and seeks re-establishment of credits, the total would constitute an overstatement of the new cases of recorded unemployment.

Claims in the category "entitled to benefit" include initial claims on which the contribution requirements were fulfilled and no disqualification was imposed, and renewal claims allowed, no disqualification. Claims "not entitled to benefit" consist of failures on initial claims due to insufficient contributions, and in addition, disqualifica-

tions imposed on either initial or renewal claims. Claims not completely processed at the end of the month are shown as "pending".

Claimants are required to report every two weeks. Information on the number of claimants currently reporting to local offices is obtained by a count of individual unemployment registers in the currently active file at the month-end (Table E-2). Once a claim is taken, the document on which the record of activity is maintained (the unemployment register) is placed in the active file and becomes dormant only after the scheduled reporting pattern has been broken twice in succession or the claimant finds work. The count of weeks on claim represents weeks of proved unemployment since the most recent separation from employment. When a new unemployment register is prepared because the previous claim terminated and a new entitlement was computed, the count of weeks is cumulated from the date of actual separation from employment. Information on the number of weeks on claim is based on examination of a 20 per cent sample of unemployment registers.

Payment data are provided by Treasury Offices of the Unemployment Insurance Commission and relate to transactions during a month. In some cases, however, the compensated unemployment would have occurred in a prior month. Data cover partial as well as complete weeks.

Estimates of the insured population (Table E-1) are based on an estimate of persons either working in insured employment or on claim at June 1 each year. Monthly estimates of insured employment are projected from the June 1 figure, using employment indexes, for individual industry divisions as published in "Employment and Payrolls" (Employment Section, Labour Division, D.B.S.). The number of claimants recorded at the month-end, as described above, is added to provide the total estimate.



# Canadian Railway Office of Arbitration

## Grants Three Claims Heard on March 21

Five separate disputes, involving the dismissal of a brakeman, the penalizing of a yardman, the termination of an agreement, controversy over a rest period, and a change in timetable were dealt with by the Canadian Railway Office of Arbitration at hearings in Montreal on March 21, 1966.

The one-man tribunal of Magistrate J. A. Hanrahan granted three claims and disallowed two.

The five claims and the award of the arbitrator in Cases Nos. 27, 28, 29, 30 and 31 are:

### CASE No. 27

Dispute between the Algoma Central Railway and the Brotherhood of Railroad Trainmen over the dismissal of a brakeman who had received 60 demerit marks for deserting his job while on duty.

Arriving at a terminal with his assignment completed, a brakeman discovered that he was posted for spareboard service at a junction. He booked himself "unfit for duty" on the crew sheet, and without telling his superiors, drove 160 miles to Sault Ste. Marie to see a doctor. The matter was investigated by the assistant superintendent, and the brakeman was fired.

The Brotherhood pointed out in its protest that the brakeman had been continuously employed on the work train for 30 days, averaging 12 hours a day. Another brakeman, in the same crew, who had also booked "unfit for duty" received only 45 demerits, although it was his second offence. It was the first offence for the dismissed brakeman.

The Company agreed to rehire the brakeman as a new employee, but later decided to allow him to return to work with the 60 demerit marks. If he did not receive any demerit marks for one year, his demerits were to be reduced to 40.

When the Brotherhood urged the Company to permit the brakeman to return to work with 30 demerit marks, and with his salary reimbursed, the Company sent them a letter to the effect

that the brakeman would not be rehired unless they concurred in the Company's reinstatement conditions.

During the hearing, the Company spokesman stressed the hardship imposed on employees when some of the crew took unnecessary sick leave. He also pointed out that it was not the first, but the fourth offence for the dismissed brakeman. Without obtaining the permission of the assistant superintendent, he drove a friend to see an acquaintance who had been injured in an accident and on three other occasions had booked sick leave.

Questioned about these charges during the hearing, the brakeman readily admitted that, on occasion, he had booked sick leave when he was not sick, because the assistant superintendent had a habit of cancelling his leave at the last minute. The arbitrator said that if there had been a formal hearing into the charges, there would have been a complete investigation of the alleged unfair treatment.

### Ruling by Arbitrator

Although he sympathized with the Company's difficulties in obtaining employees for extra duties, the arbitrator cautioned the Company to consider disciplinary penalties as a gravely serious responsibility that had to be carried out with an awareness of possible future legal action. In his opinion, the Company had not produced any convincing evidence that the employee was not sick, and he added that the excuse of being ill was one of the most difficult to disprove. He ruled that the brakeman should be reinstated and that the 60 demerits should be expunged from his record because of lack of evidence and because there had not been a proper investigation into the previous incidents. He recommended that the brakeman be paid a minimum day, less unemployment insurance, for each 24 hours out of service, at schedule rates.

### CASE No. 28

Dispute between the Algoma Central Railway and the Brotherhood of Railroad Trainmen over

the Brotherhood's contention that a yardman was unjustly disciplined.

At the end of his regular shift on Friday, a yardman signified in writing that he would be available for call on his assigned rest days, Saturday and Sunday. The Company contended he was not available for duty on both days and that therefore disciplinary action had to be taken.

The yardman told the Brotherhood that on his first day off, he left home at 6 p.m. and returned at 6.30 p.m. After discovering that the yard office had called, he telephoned immediately and was told that another trainman had taken his place. On the following day he contacted the yard office shortly before noon, but when he was not needed went out and was told later that there had been a call for him at 3 p.m. Because it was his first offence, he received 5 demerit marks for being unavailable on the first day of his leave, and 10 demerit marks for the second day.

The spokesman for the Brotherhood cited an article of the agreement which states that a regular yardman booking for spare work is only used if there are no available spareboard trainmen. The Brotherhood contended that the Company should have considered the yardman's unavailability in the same category as a spare trainman's missing a call.

### Specific Reference

Before the matter was brought to arbitration, the Company told the Brotherhood that they would be willing to reduce the demerit marks to five if the Brotherhood agreed that the article did not apply in this case. They claimed that it specifically referred to spare trainmen, whereas the yardman in this case was a regular trainman.

The Company further urged that another article of the agreement did apply. It reads: ". . . in the event that spareboard becomes exhausted and it is necessary to call a regularly assigned yardman on one or both assigned rest days, the senior available man will be

called, provided that he has advised . . . in writing . . . that he will be available . . .”

The arbitrator agreed with the Company that the second article was applicable, but he stressed that care must be taken in assessing penalties for an offence of this kind. He believed that the first penalty was uncalled for, because it was unreasonable to expect a man to bind himself to the telephone for the entire time on his day off.

In reviewing the second offence, the arbitrator took into consideration a letter from the Brotherhood to the assistant general manager of the Company agreeing that if a trainman was not available for duty and did not make any attempt to protect his work, he should be subject to discipline. The arbitrator believed that since the yardman erred in not leaving word as to where he could be contacted on the second day, 5 demerit marks should be placed on his record.

### CASE No. 29

Dispute between the Canadian Pacific Railway Company (Atlantic Region) and the Brotherhood of Railroad Trainmen over the Brotherhood's allegation that the Company is violating an article of the agreement by operating two trains between Montreal and Sherbrooke with assigned freight crews.

Since 1926, the employees involved in this dispute had been operating as assigned crews in through freight service between Montreal and Megantic, passing through Farnham and Sherbrooke en route. Before that time, Farnham had been considered a terminal point, and the article had read: "Through freight crews will be run first-in, first-out of terminals on their respective subdivisions. . . ." This meant that crews were taken from a pool, and the delay caused a loss in business between Montreal and Sherbrooke. It necessitated putting cars on the Farnham "turn-around" and making up another train out of Farnham.

The general superintendent at that time appealed to the Brotherhood to do away with the pool arrangement at Farnham and to permit assigned crews to operate from Montreal through to Sherbrooke. The requested change was put into effect with this qualification: "It is further agreed that this train will run single in each direction with tonnage restricted to 43 per cent engine between Farnham and Sherbrooke. . . ." This practice continued until January 12, 1965, when the general manager of the

Company, seeking relief from the unnecessary restriction under present-day diesel operation, took advantage of the proviso in the agreement that stated: "The above arrangement . . . may be cancelled by either parties . . . giving thirty days notice."

The Brotherhood offered to modify the tonnage restriction by permitting two diesel engines, but the Company refused. After the agreement was ended, through freight crews at Farnham and Montreal submitted claims for turnaround payment because crews assigned to the two trains ran through Farnham. The Brotherhood contended that the Company was required to return to the former practice of recognizing Farnham as a terminal requiring a first-in, first-out arrangement.

### Company Argument

The Company spokesman argued that there was actually no necessity for the 1926 agreement, nor for the practice that previously existed at Farnham. He said that the Brotherhood's argument failed to take into consideration a provision contained in a section of the article reading: "Points on current timetable where one or more trains end are terminal points for such trains. The meaning of 'terminal' . . . is understood to be the regular points between which crews regularly run."

The arbitrator stated that it was apparent from the sub-sections of the article that Montreal and Megantic were "the (terminal) points on current timetable where one or more trains end," and not Farnham or Sherbrooke. The word "terminal" used in one sub-section of the article was subject to the restricted application of another sub-section of the same article, excluding Farnham as a terminal.

The arbitrator pointed out that the Company had also quoted a second article of the agreement under the heading, "Freight Service." In this article, there was an indication that the parties intended to distinguish "assigned freight service" from other types of services by its provision concerning "Road Time and Road Miles." It reads: "This does not affect assigned mixed or freight service running to an intermediate point between terminals, and such assigned runs may be paid time or mileage in each direction with the usual 100 miles minimum unless the assignment is definitely for turnaround service."

Based on these findings the arbitrator found nothing in the article that would demand a change in the present practice of assigning crews between the terminal points of Montreal and Megantic.

### CASE No. 30

Dispute between the Canadian Pacific Railway Company (SD & PC Department) and the Brotherhood of Railroad Trainmen over the right of the Company to release employees from duty prior to arrival at the turnaround point of the assignment.

The Company posted an operation schedule, effective October 1, 1965, showing that employees assigned to a train going from Montreal to Sudbury would be released at 10 p.m., one hour and 25 minutes prior to arrival at Sudbury. The employees were to be provided with sleeping accommodation in a dormitory car that would accompany the train to Sudbury and then be cut out, together with the dining car.

The Brotherhood contended that this was a violation of an article of the agreement that reads: "Time will be computed as continuous from time required to report for duty at designated terminal until released at other designated terminal, subject to deduction for rest periods en route and at turnaround point. No deductions for release time less than two (2) hours will be made."

The spokesman for the Brotherhood pointed out that there is no provision in the agreement permitting the Company to put crews on rest at 10 p.m. and then on release time at 11:25 p.m. at the away-from-home terminal. He said that the Company was attempting to combine overnight rest with terminal release in order to eliminate payment of time until arrival in Sudbury, and urged that the sentence reading, "No deductions for release time less than two hours will be made," did not apply because the time involved as a rest period, before arrival and release, is one hour and 25 minutes.

### Absence of Comma

The Company spokesman contended that the article did not place any limitation on the Company concerning deduction for rest en route. He argued that the absence of a comma after the term "en route" permitted it to be combined with "and at turnaround point," thus allowing a deduction of longer than two hours. He pointed out that the practice of releasing dining car crews on the Montreal-Sudbury line at 10 p.m. when sleeping accommodation is available had been followed since April 1955 without any protest from the Brotherhood until November 1965.

The spokesman for the Brotherhood referred to a previous decision made by the arbitrator to the effect that regardless of how long either party had erroneously



interpreted a provision, it was the arbitrator's duty to set the situation straight.

A study of the article convinced the arbitrator that the phrase, "... until released at other designated terminal," was of singular importance. Only the one hour and 25 minutes could be deducted as a rest period "en route," and the employees were captive from 10 p.m. until release time less than two hours later. Although sleeping accommodation was available, they could not be forced to take advantage of it exactly at 10 p.m. or until after the time of arrival. Upon arrival they were free to seek accommodation elsewhere as long as they came back in time for their return assignment. In the arbitrator's opinion, this was the significant difference between "release at their designated terminal" and "rest period" after arrival. He believed that different terminology would have to be used to interpret the provision in the Company's favour and therefore allowed the Brotherhood's claim.

### CASE No. 31

Ex-parte dispute between the Canadian Pacific Railway Company (Atlantic Region) and the Brotherhood of Railroad Trainmen over the manner in which yard assignments had been advertised in the Montreal Terminal in alleged violation of the Yardmen's Agreement.

A clause of this agreement reads: "Where three eight-hour shifts are worked in continuous service, the time for the first shift . . . will be between 6.30

a.m. and 8 a.m., second, 2.30 p.m. and 4 p.m., and the third, 10.30 and 12 midnight."

In September 1965, by mutual agreement, an article of the Atlantic and Eastern Regions' Agreement and an article of the Prairie and Pacific Regions' Agreement were amended to provide for an additional holiday. There was no change in the provision reading: "Shifts commencing between 12 midnight and 11.59 p.m., both inclusive on the general holidays . . . shall be considered as work. . . ." Before the bulletined change on September 28, 1965, the third starting time for these continuous shifts had been 11.59 p.m.

The Brotherhood was granted permission to submit this claim unaccompanied by a joint statement of issue. It emphasized the word "between," suggesting that in the ordinary sense it meant "intervening time." In other words, the third shift should start any time after 10.30 p.m. but not later than 11.59 p.m. Before the last change of timetable on October 31, 1965, the starting time had been 11.50 p.m. although it was actually 12 midnight and the men worked through until the next shift at 8 a.m.

### Days Off

The spokesman for the Company said that to coincide with the change in timetable, there was a change made in days off. He argued that the change agreed to by the Brotherhood regarding holiday pay when the third shift began at midnight could not be a factor in the dispute, and he could not understand how

there could be a claim of unfairness when the men had the 40-hour work week consisting of five 8-hour days. If the men worked more than that, overtime was available. The one minute involved made no difference to them during their regular work week, and there was nothing in the agreement that specifically excluded midnight from the starting time of the shift.

The arbitrator came to the conclusion that the expression "10.30 to midnight" was not intended to exclude the one minute between 11.59 and 12 o'clock midnight. It was established that the first shift slated to start between 6.30 and 8 a.m. began at 8 a.m. The arbitrator said that it was a cardinal rule in construing a contract that no interpretation lead to an absurdity.

Arguing along the Brotherhood's lines, the arbitrator said it would not be possible for a shift to start at 6.30 a.m., but it would have to begin at 6.31, and in his opinion this was not the intention of the parties. He believed that the word "between" would set a limit of an hour and a half during which each shift must have started but he did not believe either time mentioned for the first, second or third shift was excluded. When he considered that the plain purpose of the provision was to divide the work day into 8-hour periods for three continuous shifts, and that no violation of an employee's general rights had been shown, the one-minute exclusion would have meant taking a legalistic view that might have been considered an absurdity.

The claim was therefore disallowed.

## CMA Finds

*Continued from Page 292*

and set aside more of their export markets for them.

Mr. Style believes that "this flies in the face of the Canadian interest," which is that Canadian companies should rely less and less on imports for their materials and parts, and progressively expand their sales into export markets. "This is absolutely vital to us if we are to reap the cost savings of volume production and provide the necessary jobs in manufacturing for our rapidly expanding labour force," he said.

Mr. Style then recalled six guidelines that were developed by the CMA over the years:

- management decisions of foreign subsidiaries should be based on Canadian considerations wherever possible;

- management should not have to confine its operations to the Canadian market alone, but should be encouraged to contribute to the expansion of Canada's vital export trade;
- Canadian materials and component parts should be used as often as can be economically justified, and products processed to the fullest practical extent in Canada;
- Canadians should be given the chance to share in the equity growth of their companies by selling a reasonable proportion of common stock to them;
- Canadian personnel should be trained for management positions and more Canadians should be given representation on boards of directors;
- foreign companies operating in Canada through a subsidiary should be urged to divide product development, engineering and research more evenly between the two countries.

## New agency oversees NYC labour relations

A new agency to oversee New York City's labour relations has been established from a plan created by a committee set up by former New York Mayor Robert Wagner, while he was still in office.

The plan will establish an independent Office of Collective Bargaining to be administered by two members appointed by the Mayor, two by a committee of union representatives and three impartial representatives selected by the first four. The duties of the office will include bargaining unit determination, union certification, arbitration of contract disputes, mediation in deadlocked negotiations, fact-finding, and the publication of settlement recommendations.

# PRICE INDEXES

## Consumer, April 1966

The consumer price index (1949=100) increased 0.6 per cent to 143.2 at the beginning of April from 142.4 in March. The April index was 4.0 per cent higher than the April 1965 index of 137.7.

There were increases in all seven indexes, ranging from 0.2 per cent for food to 1.3 per cent for tobacco and alcohol. Increases in the non-food group indexes reflected the impact of the higher sales tax in Ontario.

The food index edged up 0.2 per cent to 143.7 from 143.4. Higher prices were reported for potatoes, tomatoes, carrots, eggs, dairy products, fats, bakery and cereal products, bananas, frozen strawberries, canned vegetables, chicken, and instant coffee.

The housing index advanced 0.3 per cent to 143.8 from 143.3 as a result of a fractional rise in the shelter index of 0.1 per cent and an increase of 0.7 per cent in the household operation index. The increase in the household operation index stemmed from higher prices for furniture, appliances, floor coverings, textiles, and household utensils and equipment.

The clothing index rose 0.9 per cent to 125.3 from 124.2. Indexes for men's wear, women's wear, piece goods, footwear, and jewellery moved up from March while the children's wear index decreased slightly.

The transportation index advanced 0.5 per cent to 150.7 from 150.0. The increase resulted mainly from the effect of the Ontario sales tax on the purchase and operation of automobiles, outweighing lower automobile prices in western Canada.

The health and personal care index rose 0.6 per cent to 179.2 from 178.1. Widespread increases were reported for doctors' and dentists' fees and optical care; prepaid medical care premiums decreased in British Columbia.

The recreation and reading index moved up 0.6 per cent to 157.6 from 156.6.

The tobacco and alcohol index rose 1.3 per cent to 125.0 from 123.4 as a result of the general increase in Ontario prices, and slightly higher prices for imported liquor in Montreal and Vancouver.

Group indexes in April 1965 were: food 133.4, housing 140.3, clothing 121.2, transportation 145.9, health and personal care 175.0, recreation and reading 153.5, and tobacco and alcohol 121.9.

## City Consumer, March 1966

Consumer price indexes (1949=100) advanced in nine of the ten regional cities between February and March 1966. Movements ranged from increases of 0.7 per cent in Halifax and Saskatoon-Regina to a decrease of 0.1 per cent in Montreal.

Mixed price movements occurred throughout the regional cities. Food indexes were higher in nine cities and lower in one. Housing indexes moved up slightly in seven cities, edged down in one, and were constant in two. Clothing indexes rose in nine cities and remained steady in one. Indexes for transportation advanced in seven cities and fell in three. Changes in the health and personal care indexes were fractional: in four cities they decreased, in two they increased and in four they showed no change. Recreation and reading indexes rose in five cities, fell in two, and held steady in three. Tobacco and alcohol indexes were unchanged in all cities.

Regional consumer price index point changes between February and March were: Saskatoon-Regina +1.0 to 135.0; Halifax +0.9 to 136.9; Toronto +0.7 to 144.5; Winnipeg +0.7 to 138.8; Ottawa +0.5 to 142.0; St. John's +0.4 to 124.8\*; Edmonton-Calgary +.04 to 132.9; Vancouver +0.4 to 137.9; Saint John +0.1 to 138.8; Montreal -0.1 to 141.1.

## Wholesale, March 1966

The general wholesale index (1935-39=100) declined 0.6 per cent to 258.1 in March from 259.6 in February, which was 4.6 per cent higher than the March 1965 index of 246.8. Four major group indexes were lower in March, while three advanced. The remaining one, the iron products group index, was unchanged at 266.5.

The animal products group index declined 2.8 per cent in March to 295.2 from 303.6 in February, mainly on lower prices for livestock, fresh and cured meats, fishery products, and hides and skins.

The vegetable products group index declined 0.6 per cent to 224.1 from 225.4 in February, reflecting lower prices for unmanufactured tobacco, rubber and its products, vegetable oils and their products, and sugar and its products. Decreases of less than 1 per cent occurred in the major group indexes in

\* On base June 1951=100.

March: wood products to 334.2 from 334.4, and non-ferrous metals products to 229.9 from 230.0.

Price increases for cotton fabrics, miscellaneous fibre products, cotton knit goods and imported raw wool were chiefly responsible for an advance of 0.8 per cent in the textile products group index to 250.2 from 248.2 in February. Minor increases occurred in two major group indexes in March: non-metallic minerals products to 193.7 from 193.6, and chemical products to 209.4 from 209.3.

## Residential Building

The price index of residential building materials (1935-39=100) in February remained at its revised January level of 343.6. The price index of non-residential building materials (1949=100) rose 0.1 per cent to 149.2 from 149.0.

## Farm Products

The index of Canadian farm products at terminal markets (1935-39=100) moved down 2.6 per cent to 247.3 from 254.0 in the four-week period ending March 25. The animal products index decreased 5.8 per cent to 309.7 from 328.7, and the field products index increased 3.2 per cent to 185.0 from 179.3.

## U.S. Consumer, March 1966

The United States consumer price index (1957=100) rose for the second consecutive month to 112.0 per cent in March from 111.6 in February. A year ago in March the index was 109.0.

Food prices increased seven-tenths of 1 per cent, less than in the two previous months. The main increases were in beef, veal, poultry, fresh fruit and vegetables, with pork prices declining a little. Cooking oil, margarine, butter and cheese also went up.

There was an increase in used car prices, apparel, furniture, medical care and home repairs.

## British Retail, February 1966

The British index of retail prices (Jan. 16, 1962=100) rose to 114.4 at February 22 from 114.3 at mid-January. The index one year earlier was 109.5.

The index for foods fell to 109.8, compared with 111.6 in the previous month. The index for the food group as a whole fell to 112.8, compared with 113.0 in January.

Mainly as a result of increases in prices of household coal and gas in some areas, the index for the fuel and light groups as a whole rose to 120.1, compared with 119.7 in January.



# Publications Received by Department of Labour Library

The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed by making application to the Librarian, Department of Labour, Ottawa. Students must apply through the library of their institution. Applications for loans should give the number (numeral) of the publication desired and the month in which it was listed in the LABOUR GAZETTE.

## Annual Reports

1. CANADA. BOARD OF TRUSTEES OF THE MARITIME TRANSPORTATION UNIONS. *Annual Report for the Period, January 1, 1965, to December 31, 1965*. Montreal, 1966. Pp. 57.

2. CANADA. DEPARTMENT OF LABOUR. ECONOMICS AND RESEARCH BRANCH. *Working Conditions in Canadian Industry, 1964*. Report No. 8. Ottawa, Queen's Printer, 1965. Pp. 179.

3. CANADA. DEPARTMENT OF TRADE AND COMMERCE. *Annual Report of the Minister of Trade and Commerce under the Corporations and Labour Unions Returns Act, for fiscal periods of corporations and labour unions ending in 1962*. Ottawa, Corporations and Labour Unions Returns Act Administration, 1965. Pp. 116, 6.

4. U.S. OFFICE OF MANPOWER, AUTOMATION AND TRAINING. *Developing Human Resources through Occupational Training; a report of occupational training under the Area Redevelopment Act for the fiscal year ending June 30, 1964*. Washington, GPO, 1965. Pp. 35.

5. U.S. OFFICE OF MANPOWER, AUTOMATION AND TRAINING. *Register of Projects approved under the Manpower Development and Training Act [Aug. 1962] through June 1965*. Washington, GPO, 1965. Pp. 337.

First register includes all projects approved from August 1962 to June 30, 1965.

## Arbitration, Industrial

6. BROTHERHOOD OF RAILROAD TRAINMEN. *The Pros and Cons of Compulsory Arbitration; a debate manual published in 1965 as a public service*. Cleveland, 1965. Pp. 194.

The president of the Brotherhood of Railroad Trainmen wrote to a number of prominent Americans and Canadians asking for their opinions on compulsory arbitration vis-a-vis collective bargaining in the settlement of industrial disputes. A sampling of the replies is given. There is also a general review of compulsory arbitration and an account of Australian experience with it.

7. ILLINOIS. UNIVERSITY. INSTITUTE OF LABOR AND INDUSTRIAL RELATIONS. *The Labor Arbitration Process: 1943-1963*, by R. W. Fleming. Urbana, 1965. Pp. [817]-836.

The author, commenting on the increasing use and popularity of the labour arbitration process in the U.S. in the postwar years and the increasing criticism of it, examines the nature of the criticism and the reasons for it.

## Automation

8. FARMER-LABOUR CONFERENCE. 6th, PORT ELGIN, ONT., 1965. *The Automated Society: Good or Bad; Report*. Toronto, Ontario Federation of Labour, 1965. Pp. 39.

Conference sponsored jointly by the Canadian Labour Congress and Ontario Federation of Labour.

9. ILLINOIS. UNIVERSITY. INSTITUTE OF LABOR AND INDUSTRIAL RELATIONS. *Functions of Ignorance in introducing Automation*, by Bernard Karsh and Jack Siegman. Urbana, 1965. pp. [141]-150.

The authors explore a work situation involving an electronic digital computer

system in the statistical tabulating section of an accounting unit within a large civil service bureau. In this situation people kept each other in ignorance of each other's work duties in order to protect existing statuses.

10. SCOTT, WILLIAM HENRY, Ed. *Office Automation: Administrative and Human Problems*. Paris, Organization for Economic Cooperation and Development, 1965. Pp. 103.

"This is a further report on studies of the social aspects of automation, which have been carried out by research institutes in France, Germany, Sweden, and the United Kingdom." The interim report was published by OECD in 1962: W. H. Scott. *Office automation and the non-manual worker*.

The work of these institutes was coordinated by the International Committee for Social Research in Industry.

Contents: Secrecy and strain in an English firm, by Olive Banks and Enid Mumford. Gradualism, apathy and suspicion in a French bank, by Claudine Marenco. A smooth transition and reduced labour force in Swedish insurance companies, by P. J. Eliaeson. The impact on managers and clerks in West German industry and commerce, by Urs Jaeggi and Herbert Wiedemann.

## Automation—Labour Aspects

11. ORGANIZATION FOR ECONOMIC CO-OPERATION AND DEVELOPMENT. *Report by the Canadian Joint Team, which visited the United States from 13th-19th September, 1964, to study successful manpower adjustments to changing technology, involving a joint union/management approach*. Paris, 1964. Pp. 18.

Mr. G. G. Brooks, Director, Manpower Consultative Service, Federal Department of Labour, accompanied the team as an observer.

12. ORGANIZATION FOR ECONOMIC CO-OPERATION AND DEVELOPMENT. *Report by the Norwegian*

Joint Team which visited the United Kingdom from 5th-10th October, 1964, to study manpower adjustment techniques for technological change. Paris [1964?] Pp. 23.

**Economic Conditions**

13. ORGANIZATION FOR ECONOMIC CO-OPERATION AND DEVELOPMENT. *Economic Surveys: Belgium-Luxembourg Economic-Union*. July 1965. Paris, 1965. Pp. 55.

14. ORGANIZATION FOR ECONOMIC CO-OPERATION AND DEVELOPMENT. *Economic Surveys: Norway*. July 1965. Paris, 1965. Pp. 39.

15. ORGANIZATION FOR ECONOMIC CO-OPERATION AND DEVELOPMENT. *Techniques of Economic Forecasting; an account of the methods of short-term economic forecasting used by the Governments of Canada, France, the Netherlands, Sweden, the United Kingdom, and the United States*. With an introduction by C. W. McMahon. Paris, 1965. Pp. 173.

16. UNITED NATIONS. ECONOMIC COMMISSION FOR EUROPE. *Economic Survey of Europe in 1964; the European economy in 1964*. Geneva, 1965. 1 volume (various pagings).

17. *Canadian Economic Policy* [by] T. N. Brewis [and others] with a statistical appendix by J. E. Gander. Rev. ed. Toronto, Macmillan, 1965. Pp. 463.

A review of Canadian government economic policy during recent years.

18. CONFERENCE ON AREAS OF ECONOMIC STRESS IN CANADA, QUEEN'S UNIVERSITY, KINGSTON, ONT., 1965. *Areas of Economic Stress in Canada; proceedings of a conference, Queen's University, at Kingston, Ontario*. Editors: W. D. Wood, R. S. Thoman. Kingston, Ont., Published by Industrial Relations Centre, Queen's University, 1965. Pp. 221.

Conference held January 21 and 22, 1965.

Partial Contents: Identification of declining regions: an empirical study of the dimensions of rural poverty [by] Brian J. L. Berry. Policy for declining regions: a theoretical approach [by] A. D. Scott. Growth and the Canadian economy: the problem of regional disparities [by] T. N. Brewis. Federal redevelopment in the United States: concept and practice [by] Gordon E. Reckard. Areas of economic stress: the British case [by] Gerald Manners. Development policies at the provincial level [by] L. O. Gertler.

19. ORGANIZATION FOR ECONOMIC CO-OPERATION AND DEVELOPMENT. *Report by the Austrian Joint Team which visited the United Kingdom from 16th-20th November, 1964 to study economic planning, labour market and incomes policy*. Paris [1965?] Pp. 23.

**Employees—Training**

20. INTERNATIONAL MANAGEMENT SEMINAR ON JOB RE-DESIGN AND OCCUPATIONAL TRAINING FOR OLDER WORKERS, LONDON, 1964. *Job Redesign and Occupational Training for Older Workers; International Management Seminar, London, 30th September-2nd October 1964. Final Report*. Paris, Manpower and Social Affairs Division [OECD] 1965. Pp. 95. At head of title: International Seminars, 1964-2. Supplement to the Final Report. Paris, 1965. Pp. 132.

At the seminar, employers discussed their experience with special techniques of job redesign and retraining for older workers and considered how these techniques might be applied further. The final report and supplement contain background reports prepared for the seminar, a summary of the discussions, and papers submitted by participants.

21. ORGANIZATION FOR ECONOMIC CO-OPERATION AND DEVELOPMENT. *Report by the Spanish team which visited the Federal Republic of Germany, from 21st-27th June, 1964, to study vocational training*. Paris, 1964. Pp. 34.

**Family**

22. CANADIAN CONFERENCE ON THE FAMILY, OTTAWA, 1964. *The Canadian Conference on the Family; proceedings of sessions held at Rideau Hall and at Carleton University, Ottawa, June 7-10, 1964*. Edited by Jean Morrison. Ottawa, Vanier Institute of the Family, 1965. Pp. 202.

Mr. A. D. P. Heeney, National President of the Conference.

This Conference was initiated by the Governor-General and Madame Vanier. It met to discuss problems facing the family in Canada today.

23. U.S. BUREAU OF LABOR STATISTICS. *Expenditure Patterns of Low-Consumption Families*. Washington, GPO, 1965. Pp. [20].

24. U.S. DEPARTMENT OF LABOR. OFFICE OF POLICY PLANNING AND RESEARCH. *The Negro Family, the Case for National Action*. Washington, GPO, 1965. Pp. 78.

An examination of the Negro family structure in relationship to the present unrest among Negroes in the U.S.

**Labour Laws and Legislation**

25. CARROTHERS, ALFRED WILLIAM ROOKE. *Collective Bargaining Law in Canada*. Toronto, Butterworths, 1965. Pp. lxxxix, 553.

"The manuscript for this publication was prepared under the auspices of The Institute of Industrial Relations, University of British Columbia." The book is divided into 4 parts. Part 1 outlines the development of Canadian collective bargaining law since Confederation. Part 2 analyzes collective bargaining statutes in the eleven legislative jurisdictions in Canada and reviews published decisions of labour relations boards. Part 3 discusses the limits of lawful picketing and boycotting. Part 4 examines statute law and cases relating to internal affairs of unions, with particular reference to the implications of the law for collective bargaining.

26. SASKATCHEWAN. DEPARTMENT OF LABOUR. *Saskatchewan Labour Legislation*. August 1965. Regina, 1965. Pp. 114.

**Labour Supply**

27. ELIAS, ANDREW. *The Labor Force of Yugoslavia*. Washington, GPO, 1965. Pp. 41.

28. GORDON, MARGARET S. *Retraining and Labor Market Adjustment in Western Europe*. Washington, GPO, 1965. Pp. 226.

Prepared under contract with the Office of Manpower, Automation and Training. "The primary purpose of this study was to discover what can be learned from European experience with retraining programs that may be of value in relation to American retraining problems." The author visited Belgium, France, West Germany, Great Britain, Italy, the Netherlands and Sweden in preparing her study.

**Married Women—Employment**

29. KLEIN, VIOLA. *Britain's Married Women Workers*. London, Routledge & Kegan Paul, 1965. Pp. 166.

This study examines the attitudes of men and women of all groups and social classes towards the employment of married women.

30. O'NEILL, BARBARA POWELL. *Careers for Women after Marriage and Children*. New York, Macmillan, 1965. Pp. 401.

This book provides case histories of married women in their 30's, 40's, and



50's who have prepared themselves for new careers in many fields. The author tells what training is required for various occupations and where it can be obtained. An introductory chapter asks the question: To work or not to work.

### Professional Employees

31. ENGINEERS JOINT COUNCIL. *Engineering Manpower in Profile; a report from the National Engineers Register, based on a study conducted by Engineers Joint Council, made possible through a contract with the National Science Foundation, Washington, D.C.* New York, 1965. Pp. 30 [5]

32. ORGANIZATION FOR ECONOMIC CO-OPERATION AND DEVELOPMENT. DIRECTORATE FOR SCIENTIFIC AFFAIRS. *Higher Education and the Demand for Scientific Manpower in the United States.* Paris, OECD, 1963. Pp. 102.

33. U.S. NATIONAL SCIENCE FOUNDATION. *Scientific and Technical Manpower Resources; Summary Information on Employment, Characteristics, Supply, and Training.* Washington, GPO, 1965. Pp. 184.

### Wages and Hours

34. U.S. BUREAU OF LABOR STATISTICS. *Employment and Earnings Statistics for States and Areas, 1939-64. Based on the 1957 Standard Industrial Classification as amended by the 1963 Supplement.* Washington, GPO, 1965. Pp. 652.

35. U.S. BUREAU OF LABOR STATISTICS. *Salary Trends, Federal Classified Employees, 1939-64.* Washington, GPO, 1965. Pp. 48.

". . . Presents indexes tracing salary trends for federal classified employees for the period 1939-64."

36. U.S. BUREAU OF LABOR STATISTICS. *Wages and Related Benefits [1963-64].* Washington, GPO, 1965. 2 volumes.

Contents: Pt. 1. 80 metropolitan areas, 1963-64; occupational earnings; supplementary practices; labor-management agreement coverage. Pt. 2. Metropolitan areas, United States and regional summaries, 1963-64.

### Miscellaneous

37. ASHBY, WILLIAM ROSS. *An Introduction to Cybernetics.* New York, Wiley, 1956. Pp. 295.

38. CHAPMAN, FREDERICK AUREL REVY. *Fundamentals of Cana-*

*dian Law.* Toronto, McGraw-Hill, 1965. Pp. 376.

The author teaches law at the Ryerson Polytechnical Institute in Toronto. The book presents basic principles of Canadian law, giving most detail about the statute law of Ontario but showing in an appendix the important statutory differences in the other provinces.

39. INTERNATIONAL LABOUR OFFICE. *Development and Trends in the World Co-operative Movement.* Geneva [1962?] Pp. 151.

"Revised working paper". At head of title: MEC/D.1. International Labour Office. Meeting of panel of experts on co-operation, Geneva, 3-8 December 1962.

40. MILLER, DELBERT CHARLES. *Industrial Sociology: the Sociology of Work Organizations* [by] Delbert C. Miller [and] William H. Form. 2d ed. New York, Harper & Row, 1964. Pp. 873.

The material is covered under 5 headings: 1. The universal impact of industrialization; 2. The structure and function of work organizations; 3. The individual in the world of work; 4. Major problems of applied industrial and organizational sociology; 5. Industry, community, and society.

41. NATIONAL PLANNING ASSOCIATION. *The National Peril: a statement by the NPA International Committee; and, Where We Stand in National Defense; a report by Franklin A. Lindsay.* Washington, 1961. Pp. 62.

42. REDDIN, WILLIAM JAMES. *Problems in Economic and Business Statistics for Canadian Students.* Sackville, N.B., The Tribune Press, 1965. Pp. 78.

This is a statistics workbook. "It is designed for the first course in statistics for students of economics and business administration at universities, colleges, and technical institutions in Canada."

43. REGIONAL SCIENCE ASSOCIATION. *Papers.* Volume 13, 1964. Edited by Morgan D. Thomas. Philadelphia, Wharton School, University of Pennsylvania, 1965. Pp. 205.

Partial Contents: Spatial patterns. Concepts, measurements, and the region. Regional and interregional analysis. Urban models. Urban and regional growth.

44. ROGERS, JIMMIE N., Ed. *A Sourcebook on Labour-Management Relations; a sourcebook for debaters.* Editors: Jimmie N. Rogers, Donald J. Stanton [and] Rennard Strickland. [Fayetteville, Ark., Debate Sourcebook, University of Arkansas, c1965] Pp. 144.

45. SARTAIN, AARON QUINN. *The Supervisor and His Job* [by] Aaron Quinn Sertain [and] Alton Wesley Baker. New York, McGraw-Hill, 1965. Pp. 464.

Describes the supervisor's job and some of the matters that he is concerned with such as interviewing, motivating subordinates, work simplification, counseling employees, communications, discipline, dealing with the union, and evaluating subordinates.

46. SMITH, PAUL CLIFFORD. *Personal File.* 1st ed. New York, Appleton-Century, 1964. Pp. 476.

The autobiography of a man who has been editor of the San Francisco Chronicle, president of The Crowell-Collier Publishing Company, foreign correspondent, and friend of many famous people in the U.S. and Europe. During his career as a journalist he interviewed Hitler, Mussolini, Neville Chamberlain and others whom he tells about.

47. TRADES UNION CONGRESS. *Report of 97th Annual Trades Union Congress held in . . . Brighton, September 6th to 10th, 1965.* London, 1965. Pp. 629.

### Broader opportunities and higher wages

A broader range of opportunities and higher wages lures thousands of skilled Canadians yearly into the United States. In 1959, the brain drain took 12.5 per cent of Canada's science graduates, and 48 per cent of its engineering graduates. According to statistics researched by the Organization for Economic Co-operation and Development, 1,239 scientists and engineers crossed the Canada-U.S. border from 1956 to 1961, an annual loss almost equal to the combined total of 1,305 for the four major countries of Western Europe.

The OECD report stated, "there is evidence that the loss is much more serious in terms of quality than of mere numbers," and indicated that the trend seems to be continuing.

Not all authorities share OECD's anxieties over the brain drain because the figures do not indicate the scientists and engineers that are sent by Canadian subsidiaries to work for parent companies in the U.S., and later return. But even the most optimistic admit that the loss is much heavier and more costly than Canada can afford, and that if career opportunities do not keep abreast of educational facilities, the brain drain could be accelerated.

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A—Labour Force

TABLE A-1—Regional Distribution Week Ended March 19, 1966

	Canada	Atlantic	Quebec	Ontario	Prairies	British Columbia
(estimates in thousands)						
THE LABOUR FORCE.....	7,162	600	2,046	2,630	1,208	678
Men.....	5,033	434	1,450	1,815	854	480
Women.....	2,129	166	596	815	354	198
14-19 years.....	663	67	210	208	116	62
20-24 years.....	969	98	327	311	153	80
25-44 years.....	3,140	233	910	1,192	513	292
45-64 years.....	2,174	184	550	832	384	224
65 years and over.....	216	18	49	87	42	20
EMPLOYED.....	6,821	537	1,914	2,553	1,172	645
Men.....	4,748	378	1,336	1,755	823	456
Women.....	2,073	159	578	798	349	189
Agriculture.....	475	27	94	129	199	26
Non-agriculture.....	6,346	510	1,820	2,424	973	619
Paid workers.....	5,793	458	1,660	2,226	885	564
Men.....	3,905	314	1,133	1,489	575	394
Women.....	1,888	144	527	737	310	170
UNEMPLOYED.....	341	63	132	77	36	33
Men.....	285	56	114	60	31	24
Women.....	56	*	18	17	*	*
PERSONS NOT IN LABOUR FORCE.....	6,197	682	1,821	2,075	1,023	596
Men.....	1,587	203	455	502	275	152
Women.....	4,610	479	1,366	1,573	748	444

\*Less than 10,000. SOURCE: Labour Force Survey.

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**TABLE A-2—Age, Sex and Marital Status, Week Ended March 19, 1966, Canada**

	<i>Total</i>	<i>14-19 years all persons</i>	<i>20-64 years</i>				<i>65 years and over all persons</i>
			<i>Men</i>		<i>Women</i>		
			<i>Married</i>	<i>Other</i>	<i>Married</i>	<i>Other</i>	
(estimates in thousands)							
POPULATION 14 YEARS OF AGE AND OVER*.....	13,359	2,198	3,798	1,030	3,898	999	1,436
LABOUR FORCE.....	7,162	663	3,643	849	1,083	708	216
Employed.....	6,821	603	3,495	765	1,065	690	203
Unemployed.....	341	60	148	84	18	18	13
NOT IN LABOUR FORCE.....	6,197	1,535	155	181	2,815	291	1,220
PARTICIPATION RATE†							
1966, March 19.....	53.6	30.2	95.9	82.4	27.8	70.9	15.0
February 19.....	53.4	30.1	96.0	82.9	27.2	70.5	15.0
UNEMPLOYMENT RATE‡							
1966, March 19.....	4.8	9.0	4.1	9.9	1.7	2.5	6.0
February 19.....	5.0	9.9	4.4	9.4	2.0	2.7	5.1

\*Excludes inmates of institutions, members of the armed forces, Indians living on reserves and residents of the Yukon and Northwest Territories.

†The labour force as a percentage of the population 14 years of age and over.   ‡The unemployed as a percentage of the labour force.

SOURCE: Labour Force Survey.

**TABLE A-3—Unemployed, Week Ended March 19, 1966**

	<i>March 1966</i>	<i>February 1966</i>	<i>March 1965</i>
(estimates in thousands)			
TOTAL UNEMPLOYED.....	341	356	387
On temporary layoff up to 30 days.....	26	29	25
Without work and seeking work.....	315	327	362
Seeking full-time work.....	299	312	343
Seeking part-time work.....	16	15	19
Seeking under 1 month.....	68	76	79
Seeking 1-3 months.....	140	171	142
Seeking 4-6 months.....	83	53	92
Seeking more than 6 months.....	24	27	49

SOURCE: Labour Force Survey.

**TABLE B-1 AND TABLES C-1 to C-6**

These were unavailable at press time. The Employment Section of the Dominion Bureau of Statistics is engaged in a program of revision that will result in all indexes being placed on a 1961=100 time base, and all industry-classified employment and payroll data being compiled on the 1960 Standard Industrial Classification. The current statistics are compiled on a 1949=100 time base and the 1948 Standard Industrial Classification.

Until the DBS revision program is completed, statistical information forwarded for publication in the LABOUR GAZETTE will occasionally be late, and therefore will have to be held over for the next issue. We would ask our readers to please bear with us through this temporary dislocation.

—The Editors

# D-National Employment Service Statistics

Statistics presented in the following tables relate to registrations for employment and vacancies notified by employers at NES offices. These data are derived from reports prepared in National

Employment Service offices and processed in the Unemployment Insurance Section. DBS. See also Technical Note, page 67, Jan.-Feb. issue.

**TABLE D-1—Unfilled Vacancies and Registrations on Hand**

Period	Unfilled Vacancies†			Registrations on Hand		
	Male	Female	Total	Male	Female	Total
End of:						
April 1961.....	14,098	13,802	27,900	594,904	172,884	767,788
April 1962.....	25,557	18,868	44,425	496,099	146,551	642,650
April 1963.....	24,675	20,458	45,133	502,327	149,907	652,234
April 1964.....	28,985	22,337	51,322	445,744	141,472	587,216
April 1965.....	35,094	24,548	59,642	397,193	142,760	539,953
May 1965.....	38,765	26,560	65,325	277,216	124,123	401,339
June 1965.....	36,285	24,739	61,024	238,646	144,684	383,330
July 1965.....	36,995	23,608	60,603	207,721	132,254	339,975
August 1965.....	40,318	30,236	70,554	173,158	111,601	284,759
September 1965.....	43,058	28,809	71,867	144,812	100,407	245,219
October 1965.....	38,929	23,901	62,830	155,644	104,993	260,637
November 1965.....	48,183	27,246	75,429	218,819	118,073	336,892
December 1965.....	30,037	20,866	50,903	316,440	125,750	442,190
January 1966.....	26,286	17,524	43,810	404,298	147,105	551,403
February 1966.....	26,192	18,699	44,891	414,592	149,214	563,806
March 1966*.....	31,242	22,574	53,816	404,530	144,067	548,597
April 1966*.....	39,156	26,386	65,542	356,280	138,646	494,926

\*Latest figures subject to revision. †Current Vacancies only. Deferred Vacancies are excluded.

SOURCE: National Employment Service.

**TABLE D-2—Registrations Received, Vacancies Notified and Placements Effected 1962-1965 and in March 1965-March 1966**

Year and month	Registrations received		Vacancies notified		Placements effected	
	Male	Female	Male	Female	Male	Female
1962—Year.....	3,177,423	1,171,111	1,010,365	544,795	897,285	438,471
1963—Year.....	2,912,511	1,130,539	938,052	507,910	790,381	387,728
1964—Year.....	2,894,099	1,170,889	1,030,199	530,575	845,696	395,380
1965—Year.....	2,741,172	1,165,713	1,088,752	545,951	865,445	392,277
1965—March.....	236,435	87,317	81,598	41,971	62,519	27,678
1965—April.....	212,743	84,512	89,202	42,378	67,731	26,976
May.....	191,819	86,629	103,280	47,189	81,804	32,057
June.....	227,386	112,387	96,397	48,555	79,344	34,544
July.....	213,029	105,862	91,126	48,495	73,347	38,034
August.....	203,613	98,611	102,786	60,863	78,643	42,910
September.....	204,572	102,142	116,261	55,870	90,690	41,419
October.....	192,182	92,918	92,067	39,869	73,120	29,113
November.....	276,347	113,148	116,125	47,977	84,320	31,113
December.....	303,524	102,536	72,004	45,614	70,786	42,187
1966—January.....	287,740	98,603	72,912	34,959	60,237	26,037
February.....	202,400	80,555	63,000	33,825	47,675	22,350
March*.....	217,568	86,042	82,965	43,859	61,401	28,059

\*Preliminary. SOURCE: National Employment Service.



**TABLE D-3—Placements Effected, by Industry and by Sex, in March 1966 (Preliminary)**

<i>Industry group</i>	<i>Male</i>	<i>Female</i>	<i>Total</i>	<i>Change from March 1965</i>	
AGRICULTURE, FISHING, TRAPPING.....	1,069	91	1,160	—	90
FORESTRY.....	1,213	23	1,236	+	156
MINING, QUARRYING AND OIL WELLS.....	1,173	88	1,261	+	76
Metal mining.....	687	21	708	+	89
Fuels.....	260	47	307	—	23
Non-metal mining.....	37	2	39	—	48
Quarrying, clay and sand pits.....	77	1	78	+	25
Prospecting.....	112	17	129	+	33
MANUFACTURING.....	18,189	7,926	26,115	+	1,445
Foods and beverages.....	1,886	1,028	2,914	+	106
Tobacco and tobacco products.....	13	14	27	—	31
Rubber products.....	261	128	389	+	159
Leather products.....	400	330	730	+	134
Textile products (except clothing).....	909	491	1,400	+	364
Clothing (textile and fur).....	552	1,942	2,494	+	105
Wood products.....	2,466	298	2,764	+	189
Paper products.....	1,090	265	1,355	—	148
Printing, publishing and allied industries.....	894	613	1,507	+	133
Iron and steel products.....	3,632	524	4,156	+	288
Transportation equipment.....	2,444	350	2,794	—	379
Non-ferrous metal products.....	587	188	775	+	18
Electrical apparatus and supplies.....	816	679	1,495	+	299
Non-metallic mineral products.....	517	68	585	—	105
Products of petroleum and coal.....	126	23	149	+	27
Chemical products.....	820	358	1,178	+	48
Miscellaneous manufacturing industries.....	776	627	1,403	+	238
CONSTRUCTION.....	10,025	184	10,209	—	291
General contractors.....	6,639	92	6,731	—	261
Special trade contractors.....	3,386	92	3,478	—	30
TRANSPORTATION, STORAGE AND COMMUNICATION.....	4,129	410	4,539	—	168
Transportation.....	3,479	154	3,633	—	340
Storage.....	402	76	478	+	19
Communication.....	248	180	428	+	153
PUBLIC UTILITY OPERATION.....	332	49	381	+	105
TRADE.....	9,742	5,129	14,871	+	1,034
Wholesale.....	4,286	1,471	5,757	+	685
Retail.....	5,456	3,658	9,114	+	349
FINANCE, INSURANCE AND REAL ESTATE.....	615	1,097	1,712	—	167
SERVICE.....	14,914	13,062	27,976	—	2,837
Community or public service.....	966	1,630	2,596	—	2
Government service.....	6,928	893	7,821	—	1,200
Recreation service.....	385	202	587	+	29
Business service.....	1,631	750	2,381	+	15
Personal service.....	5,004	9,587	14,591	—	1,679
GRAND TOTAL.....	61,401	28,059	89,460	—	737

SOURCE: National Employment Service.

**TABLE D-4—Registrations on Hand, by Occupation and by Sex, at March 31, 1966 (Preliminary)**

Occupational group	Registrations on hand		
	Male	Female	Total
Professional and managerial workers.....	7,854	2,286	10,140
Clerical workers.....	18,238	44,954	63,192
Sales workers.....	7,377	17,628	25,005
Personal and domestic service workers.....	41,612	29,359	70,971
Seamen.....	3,702	87	3,789
Agriculture, fishing, forestry (ex. log.).....	8,308	966	9,274
Skilled and semi-skilled workers.....	172,879	17,281	190,160
Food and kindred products (incl. tobacco).....	1,335	607	1,942
Textiles, clothing, etc.....	1,824	10,131	11,955
Lumber and lumber products.....	25,933	125	26,058
Pulp, paper (incl. printing).....	1,117	414	1,531
Leather and leather products.....	841	758	1,599
Stone, clay and glass products.....	522	39	561
Metalworking.....	9,675	995	10,670
Electrical.....	1,740	978	2,718
Transportation equipment.....	617	78	695
Mining.....	1,232	—	1,232
Construction.....	52,043	9	52,052
Transportation (except seamen).....	36,199	136	36,335
Communications and public utility.....	781	3	784
Trade and service.....	4,709	1,751	6,460
Other skilled and semi-skilled.....	22,455	931	23,386
Foremen.....	4,753	303	5,056
Apprentices.....	7,103	23	7,126
Unskilled workers.....	144,560	31,506	176,066
Food and tobacco.....	6,508	10,457	16,965
Lumber and lumber products.....	17,217	477	17,694
Metalworking.....	3,849	721	4,570
Construction.....	77,976	3	77,979
Other unskilled workers.....	39,010	19,848	58,858
<b>GRAND TOTAL.....</b>	<b>404,530</b>	<b>144,067</b>	<b>548,597</b>

SOURCE: National Employment Service.

**TABLE D-5—Registrations on Hand, by Local Office Areas, at March 31, 1966**

Registrations on Hand			Registrations on Hand			Registrations on Hand		
Office	Previous Year		Office	Previous Year		Office	Previous Year	
	*			*			(*)	
	March 31, 1966	March 31, 1965		March 31, 1966	March 31, 1965		March 31, 1966	March 31, 1965
NEWFOUNDLAND.....	25,119	28,337	Liverpool.....	552	667	Saint John.....	2,895	2,844
Corner Brook.....	5,423	5,940	New Glasgow.....	3,189	3,221	St. Stephen.....	1,637	1,107
Grand Falls.....	3,026	3,358	Springhill.....	1,080	983	Sussex.....	701	612
St. John's.....	16,670	19,039	Sydney.....	4,223	4,549	Woodstock.....	1,625	1,636
			Sydney Mines.....	1,601	1,733			
PRINCE EDWARD ISLAND.....	5,151	5,224	Truro.....	2,394	1,945	QUEBEC.....	184,527	200,781
Charlottetown.....	3,415	3,443	Yarmouth.....	3,167	3,314	Alma.....	2,151	2,249
Summerside.....	1,736	1,781				Asbestos.....	713	904
NOVA SCOTIA.....	28,501	29,828	NEW BRUNSWICK.....	31,600	32,058	Baie Comeau.....	1,545	1,489
Amherst.....	1,021	1,190	Bathurst.....	5,321	6,204	Beauharnois.....	1,077	1,261
Bridgewater.....	1,725	1,890	Campbellton.....	2,761	3,223	Buckingham.....	1,331	1,417
Halifax.....	5,361	5,845	Edmundston.....	2,495	2,654	Causapscal.....	2,824	3,065
Inverness.....	1,090	1,201	Fredericton.....	2,004	1,986	Chandler.....	2,505	2,569
Kentville.....	3,098	3,290	Minto.....	408	412	Chicoutimi.....	2,357	2,630
			Moncton†.....	8,318	7,672	Cowansville.....	542	496
			Newcastle.....	3,435	3,708	Dolbeau.....	2,119	2,240



**TABLE D-5—Registrations on Hand, by Local Office Areas, at March 31, 1966 (Concluded)**

Registrations on Hand			Registrations on Hand			Registrations on Hand		
Office	(*) March 31, 1966	Previous Year March 31, 1965	Office	(*) March 31, 1966	Previous Year March 31, 1965	Office	(*) March 31, 1966	Previous Year March 31, 1965
Drummondville.....	2,700	2,504	Fort Erie.....	624	570	MANITOBA.....	22,304	26,293
Farnham.....	573	558	Fort Frances.....	826	1,054	Brandon.....	2,108	2,453
Forestville.....	1,423	1,236	Fort William.....	2,091	2,484	Dauphin.....	1,477	1,661
Gaspé.....	2,292	1,855	Galt.....	855	1,161	Flin Flon.....	193	197
Granby.....	2,145	2,363	Gananoque.....	324	318	Portage la Prairie.....	1,109	1,352
Hull.....	5,144	5,042	Goderich.....	434	571	The Pas.....	315	515
Joliette.....	4,068	4,609	Guelph.....	1,230	1,233	Winnipeg.....	17,102	20,115
Jonquière.....	2,420	2,807	Hamilton.....	11,585	10,278	SASKATCHEWAN.....	17,753	21,021
Lachute.....	749	956	Hawkesbury.....	1,031	1,038	Estevan.....	327	433
Lac-Mégantic.....	1,738	1,788	Kapuskasing.....	1,063	849	Lloydminster.....	434	514
La Malbaie.....	2,882	2,898	Kenora.....	1,340	1,554	Moose Jaw.....	1,236	1,632
La Tuque.....	997	1,079	Kingston.....	2,077	2,262	North Battleford.....	1,450	1,547
Lévis.....	4,020	4,689	Kirkland Lake.....	919	920	Prince Albert.....	2,272	2,577
Louiseville.....	1,303	1,482	Kitchener.....	2,001	2,083	Regina.....	4,446	5,259
Magog.....	849	948	Leamington.....	1,033	956	Saskatoon.....	4,332	4,959
Maniwaki.....	1,361	1,597	Lindsay.....	650	711	Swift Current.....	834	1,053
Matane.....	3,220	3,503	Listowel.....	268	338	Weyburn.....	307	451
Mont-Laurier.....	1,405	1,566	London.....	4,346	4,524	Yorkton.....	2,115	2,596
Montmagny.....	2,350	2,716	Long Branch.....	2,939	3,375	ALBERTA.....	25,110	31,355
Montréal.....	49,806	54,730	Midland.....	1,122	1,405	Blairmore.....	365	476
New Richmond.....	2,188	2,166	Napanee.....	689	671	Calgary.....	7,603	9,567
Port Alfred.....	1,329	1,759	New Liskeard.....	399	434	Drumheller.....	499	576
Québec.....	15,629	15,564	Newmarket.....	1,175	1,419	Edmonton.....	10,856	13,573
Rimouski.....	4,562	4,693	Niagara Falls.....	2,513	2,237	Edson.....	259	320
Rivière-du-Loup.....	6,127	6,784	North Bay.....	1,643	1,834	Grande Prairie.....	789	1,032
Roberval.....	2,073	1,699	Oakville.....	630	769	Lethbridge.....	2,326	2,752
Rouyn.....	2,603	3,148	Orillia.....	928	1,123	Medicine Hat.....	1,046	1,392
Ste. Agathe des Monts	1,300	1,564	Oshawa.....	4,012	4,231	Red Deer.....	1,367	1,667
Ste. Anne de Bellevue	1,137	1,537	Ottawa.....	6,323	6,649	BRITISH COLUMBIA...	58,201	57,637
Ste. Thérèse.....	2,149	2,321	Owen Sound.....	1,469	1,759	Abbotsford.....	893	939
St. Hyacinthe.....	2,051	2,364	Parry Sound.....	479	577	Chilliwack.....	1,654	1,639
St. Jean.....	2,195	2,529	Pembroke.....	1,661	2,022	Courtenay.....	977	846
St. Jérôme.....	1,993	2,085	Perth.....	627	798	Cranbrook.....	1,275	1,333
Sept-Îles.....	1,814	2,219	Peterborough.....	2,543	2,853	Dawson Creek.....	1,211	1,418
Shawinigan.....	4,320	5,170	Pictou.....	469	550	Duncan.....	548	536
Sherbrooke.....	5,929	6,275	Port Arthur.....	3,061	3,617	Kamloops.....	2,276	2,065
Sorel.....	1,853	2,169	Port Colborne.....	612	638	Kelowna.....	1,802	2,120
Theftord Mines.....	2,112	2,294	Prescott.....	663	863	Nanaimo.....	770	726
Trois-Rivières.....	4,852	5,567	Renfrew.....	472	605	Nelson.....	792	885
Val-d'Or.....	1,928	2,274	St. Catharines.....	3,925	3,509	New Westminster.....	7,137	7,237
Valleyfield.....	2,018	2,741	St. Thomas.....	774	1,125	Penticton.....	2,022	2,439
Victoriaville.....	2,033	2,420	Sarnia.....	1,874	2,165	Port Alberni.....	638	624
Ville St. Georges.....	3,723	4,193	Sault Ste. Marie.....	2,623	2,633	Prince George.....	2,221	1,742
ONTARIO.....	150,331	164,413	Simcoe.....	1,103	1,565	Prince Rupert.....	1,682	1,523
Arnprior.....	287	403	Smiths Falls.....	501	520	Quesnel.....	1,104	1,056
Barrie.....	1,426	1,342	Stratford.....	464	716	Trail.....	844	937
Belleville.....	1,827	2,096	Sturgeon Falls.....	815	887	Vancouver.....	23,564	23,634
Bracebridge.....	1,248	1,410	Sudbury.....	3,431	3,387	Vernon.....	2,227	2,148
Brampton.....	1,220	1,648	Tillsonburg.....	653	570	Victoria.....	4,189	3,271
Brantford.....	2,038	1,889	Timmins.....	1,922	2,283	Whitehorse.....	375	519
Brockville.....	590	672	Toronto.....	37,680	42,319	CANADA.....	548,597	596,947
Carleton Place.....	433	450	Trenton.....	767	879	Males.....	404,530	447,673
Chatham.....	1,730	2,088	Walkerton.....	520	763	Females.....	144,067	149,274
Cobourg.....	625	966	Wallaceburg.....	543	622			
Collingwood.....	923	1,060	Welland.....	1,770	1,892			
Cornwall.....	2,411	2,787	Weston.....	3,088	3,387			
Elliot Lake.....	355	462	Windsor.....	5,135	5,779			
			Woodstock.....	504	806			

\*Preliminary. †Includes registrations reported by the Îles-de-la-Madeleine, Que., local office.  
SOURCE: National Employment Service.

## E—Unemployment Insurance

Unemployment insurance statistics are concerned with numbers of persons covered by insurance and claimants for benefit at Unemployment Insurance Commission local offices. The data are compiled in the Unemployment Insurance Section, DBS, from information supplied by the UIC. The source for Tables E-1 to

E-4 is *The Statistical Report on the Operation of the Unemployment Insurance Act*, published by the Dominion Bureau of Statistics. For further information regarding the nature of the data see Technical Note, page 323.

**TABLE E-1—Estimates of the Insured Population under the Unemployment Insurance Act**

<i>End of</i>	<i>Total</i>	<i>Employed</i>	<i>Claimants</i>
1966—January.....	4,794,000	4,282,200	511,800
1965—December.....	4,821,000	4,403,000	418,000
November.....	4,754,000	4,509,400	244,600
October.....	4,680,000	4,509,600	170,400
September.....	4,678,000	4,520,700	157,300
August.....	4,696,000	4,523,500	172,500
July.....	4,650,000	4,465,600	184,400
June.....	4,601,000	4,420,300	180,700
May.....	4,514,000	4,284,500	229,500
April.....	4,594,000	4,131,100	462,900
March.....	4,626,000	4,087,000	539,000
February.....	4,605,000	4,045,800	559,200
January.....	4,592,000	4,044,200	547,800

**TABLE E-4—Benefit Payments, by Province, February 1966**

<i>Province</i>	<i>Weeks Paid*</i>	<i>Amount of Benefit Paid</i>
Newfoundland.....	117,562	\$ 2,928,468
Prince Edward Island.....	23,606	560,243
Nova Scotia.....	117,364	2,823,365
New Brunswick.....	110,788	2,629,774
Quebec.....	555,614	14,215,237
Ontario.....	461,758	11,542,581
Manitoba.....	71,367	1,800,435
Saskatchewan.....	61,496	1,529,286
Alberta.....	77,617	1,957,102
British Columbia (including Yukon Territory).....	165,268	4,312,728
Total, Canada, February 1966.....	1,762,440	44,299,219
Total, Canada, January 1966.....	1,444,666	35,910,149
Total, Canada, February 1966.....	1,819,250	45,332,817

\*Weeks paid represents the total of complete and partial weeks of benefit paid during the month.

**TABLE E-3—Initial and Renewal Claims for Benefit, by Province, February 1966**

<i>Province</i>	<i>Claims filed at Local Offices</i>			<i>Disposal of Claims and Claims Pending at End of Month</i>			
	<i>Total*</i>	<i>Initial</i>	<i>Renewal</i>	<i>Total Disposed of†</i>	<i>Entitled to Benefit</i>	<i>Not Entitled to Benefit</i>	<i>Pending</i>
Newfoundland.....	4,682	3,979	703	5,742	4,425	1,317	1,533
Prince Edward Island.....	1,057	904	153	1,146	932	214	348
Nova Scotia.....	6,964	5,686	1,278	7,966	6,455	1,511	1,906
New Brunswick.....	7,093	5,956	1,137	7,755	6,341	1,414	2,147
Quebec.....	54,253	41,287	12,966	56,200	43,645	12,555	21,302
Ontario.....	45,897	36,578	9,319	53,974	38,167	15,807	17,010
Manitoba.....	5,359	4,438	921	6,429	5,000	1,429	1,561
Saskatchewan.....	3,852	3,368	484	5,253	4,069	1,184	1,238
Alberta.....	6,831	5,633	1,198	8,048	6,001	2,047	2,138
British Columbia (incl. Yukon Territory).....	14,284	10,845	3,439	17,459	13,117	4,342	4,643
Total, Canada, February 1966.....	150,272	118,674	31,598	169,972	128,152	41,820	53,826
Total, Canada, January 1966.....	225,022	180,526	44,496	253,471	201,765	51,706	73,526
Total, Canada, February 1965.....	159,999	122,749	37,250	179,687	144,346	35,341	58,331

\*In addition, revised claims received numbered 45,485. †In addition, 45,921 revised claims were disposed of. Of these, 4,709 were special requests not granted and 2,043 were appeals by claimants. There were 12,377 revised claims pending at the end of the month.



**TABLE E-2—Claimants Currently Reporting to Local Offices by Number of Weeks on Claim, Province and Sex, at February 28, 1966**

Province and sex	Total Claimants	Number of weeks on claim (based on 20 per cent sample)				Total Claimants	
		1-4	5-13	14-26	27 or more*	Jan. 31 1966	Feb. 26 1965
CANADA.....	530,450	184,205	264,876	59,304	22,065	511,768	559,234
Male.....	402,315	142,846	211,870	36,703	10,896	386,634	428,871
Female.....	128,135	41,359	53,006	22,601	11,169	125,134	130,363
NEWFOUNDLAND.....	35,401	7,210	25,244	2,597	350	34,499	35,804
Male.....	33,464	6,618	24,367	2,250	229	32,476	33,546
Female.....	1,937	592	877	347	121	2,023	2,258
PRINCE EDWARD ISLAND.....	6,631	1,524	4,671	394	42	6,601	6,866
Male.....	5,579	1,269	3,990	298	22	5,384	5,630
Female.....	1,052	255	681	96	20	1,217	1,236
NOVA SCOTIA.....	34,345	9,350	20,294	3,232	1,469	32,887	35,149
Male.....	28,698	7,442	17,919	2,417	920	27,589	29,483
Female.....	5,647	1,908	2,375	815	549	5,298	5,666
NEW BRUNSWICK.....	34,176	8,137	21,813	3,282	944	32,245	35,331
Male.....	27,558	7,108	18,018	1,896	536	25,743	28,832
Female.....	6,618	1,029	3,795	1,386	408	6,502	6,499
QUEBEC.....	163,891	63,534	74,419	19,387	6,551	151,625	174,374
Male.....	130,284	52,922	61,155	13,113	3,094	117,696	141,413
Female.....	33,607	10,612	13,264	6,274	3,457	33,929	32,961
ONTARIO.....	142,709	57,174	60,500	16,513	8,522	135,301	142,636
Male.....	94,283	40,757	41,038	8,400	4,088	88,916	94,180
Female.....	48,426	16,417	19,462	8,113	4,434	46,385	48,456
MANITOBA.....	22,053	6,550	12,083	2,612	808	20,626	24,825
Male.....	16,714	4,768	9,714	1,745	487	15,722	19,052
Female.....	5,339	1,782	2,369	867	321	4,904	5,773
SASKATCHEWAN.....	17,857	5,377	9,945	2,062	473	17,369	20,072
Male.....	13,474	3,918	8,135	1,222	199	13,425	15,797
Female.....	4,383	1,459	1,810	840	274	3,944	4,275
ALBERTA.....	23,073	8,473	10,964	2,811	825	23,172	28,119
Male.....	16,998	6,118	8,765	1,797	318	17,381	21,522
Female.....	6,075	2,355	2,199	1,014	507	5,791	6,597
BRITISH COLUMBIA.....	50,314	16,876	24,943	6,414	2,081	57,443	56,058
Male.....	35,263	11,926	18,769	3,565	1,003	42,302	39,416
Female.....	15,051	4,950	6,174	2,849	1,078	15,141	16,642

\*The bulk of the cases in this group were on claim from 27-39 weeks.

NOTE: Values less than 50 subject to relatively large sampling variability.

Counted on last working day of the month.

## F—Prices

**TABLE F-1—Total and Main Components of the Consumer Price Index**

	<i>Total</i>	<i>Food</i>	<i>Housing</i>	<i>Clothing</i>	<i>Trans- portation</i>	<i>Health and Personal Care</i>	<i>Recreation and Reading</i>	<i>Tobacco and Alcohol</i>
(1949=100)								
1960—Year.....	129.0	122.2	132.7	110.9	140.3	154.5	144.3	115.8
1961—Year.....	129.2	124.0	133.2	112.5	140.6	155.3	146.1	116.3
1962—Year.....	130.7	126.2	134.8	113.5	140.4	158.3	147.3	117.8
1963—Year.....	133.0	130.3	136.2	116.3	140.4	162.4	149.3	118.1
1964—Year.....	135.4	132.4	138.4	119.2	142.0	167.8*	151.8	120.2
1965—April.....	137.7	133.4	140.3	121.2	145.9	175.0*	153.5	121.9
May.....	138.0	134.5	140.0	121.0	146.8	175.6	154.6	122.5
June.....	139.0	137.6	140.6	121.1	147.0	175.4	155.0	122.5
July.....	139.5	139.0	141.1	121.1	147.0	175.4	154.6	122.5
August.....	139.4	137.8	141.2	120.7	147.9	175.8	154.6	122.6
September.....	139.1	136.4	141.5	121.4	148.7	176.0	154.0	122.6
October.....	139.3	135.7	141.6	123.2	148.7	177.0	154.2	122.6
November.....	140.2	138.2	142.0	123.7	148.7	177.9	155.0	122.3
December.....	140.8	139.6	142.4	123.8	148.8	177.9	155.4	122.3
1966—January.....	141.2	140.6	142.9	122.7	149.1	178.1	155.4	123.1
February.....	142.1	142.5	143.1	123.3	150.0	178.1	156.4	123.4
March.....	142.4	143.4	143.3	124.2	150.0	178.1	156.6	123.4
April.....	143.2	143.7	143.8	125.3	150.7	179.2	157.6	125.0

NOTE: 1960 figures are 1947-48 weighted; figures for 1961 *et seq.* are 1957 weighted.

\*Revised. Revision based on an adjustment from October 1964 in the prepaid medical care component, resulting from revised weights for group and non-group rates in Quebec and Ontario.

Calculated by the Dominion Bureau of Statistics.

**TABLE F-2—Consumer Price Indexes for Regional Cities of Canada at the Beginning of March 1966**

	<i>All-Items</i>			<i>Food</i>	<i>Housing</i>	<i>Clothing</i>	<i>Trans- portation</i>	<i>Health and Personal Care</i>	<i>Recreation and Reading</i>	<i>Tobacco and Alcohol</i>
	<i>March 1965</i>	<i>February 1966</i>	<i>March 1966</i>							
(1949 = 100)										
St. John's, Nfld.*.....	122.7	124.4	124.8	123.7	116.6	118.3	122.3	167.3	150.6	116.1
Halifax.....	133.0	136.0	136.9	137.1	135.1	133.2	141.0	173.7	174.3	126.5
Saint John.....	135.9	138.7	138.8	138.5	135.3	132.2	146.6	195.0	158.8	126.6
Montreal.....	136.4	141.2	141.1	148.3	137.5	116.2	167.5	184.0	159.3	127.9
Ottawa.....	137.2	141.5	142.0	145.2	138.6	128.2	163.6	186.8	150.6	128.7
Toronto.....	138.6	143.8	144.5	144.2	143.9	131.3	149.7	177.5	192.5	125.7
Winnipeg.....	134.7	138.1	138.8	142.9	130.6	131.0	141.4	191.3	145.9	138.5
Saskatoon-Regina.....	130.8	134.0	135.0	139.9	129.1	137.4	137.4	155.5	153.5	125.3
Edmonton-Calgary.....	128.8	132.5	132.9	131.7	129.0	133.7	135.8	178.8	147.6	120.9
Vancouver.....	134.8	137.5	137.9	139.8	135.3	126.3	152.6	159.0	156.7	123.5

NOTE: Indexes above measure percentage changes in prices over time in each city and should not be used to compare actual levels of prices as between cities.

\*St. John's index on the base June 1951=100.



## G—Strikes and Lockouts

Statistical information on work stoppages in Canada as compiled by the Economics and Research Branch of the Department of Labour on the basis of reports from the National Employment Service. The first three tables in this section cover strikes and lockouts which amount to ten or more man-days. The number of workers involved includes all workers reported on strike or

locked out, whether or not they all belonged to the union directly involved in the disputes leading to the work stoppages. Workers indirectly affected, such as those laid off as a result of a work stoppage, are not included. For further notes on the series, see page 74, Jan.-Feb. issue.

**TABLE G-1—Strikes and Lockouts, 1961-1966**

Month or Year	Strikes and Lockouts Beginning During Month or Year	Strikes and Lockouts in Existence During Month or Year			
		Strikes and Lockouts	Workers Involved	Duration in Man-Days	
				Man-Days	Per Cent of Estimated Working Time
1961.....	272	287	97,959	1,335,080	0.11
1962.....	290	311	74,332	1,417,900	0.11
1963.....	318	332	83,428	917,410	0.07
1964.....	327	343	100,535	1,580,550	0.11
*1965.....	452	476	171,858	2,323,750	0.17
*1965: January.....	24	47	29,768	220,380	0.21
February.....	24	50	29,596	294,100	0.27
March.....	31	55	14,262	115,260	0.09
April.....	36	66	11,612	121,510	0.11
May.....	28	56	17,018	155,490	0.14
June.....	85	109	43,310	275,530	0.22
July.....	52	99	33,691	326,070	0.26
August.....	37	83	27,196	243,550	0.20
September.....	46	92	21,012	216,080	0.18
October.....	39	87	16,080	161,560	0.15
November.....	29	78	11,387	107,760	0.08
December.....	21	58	9,185	86,460	0.07
*1966: January.....	32	66	15,878	139,450	0.12
February.....	33	76	18,403	237,920	0.21
March.....	54	90	30,079	354,250	0.27

\*Preliminary.

**TABLE G-2—Strikes and Lockouts, March 1966, by Industry (Preliminary)**

Industry	Strikes and Lockouts	Workers Involved	Man-Days
Forestry.....	1	8	30
Mines.....	7	2,300	19,860
Manufacturing.....	45	12,954	117,560
Construction.....	18	6,923	30,450
Transpn. & utilities.....	4	7,236	182,180
Trade.....	9	375	2,150
Finance.....	—	—	—
Service.....	4	180	1,090
Public administration.....	2	103	930
ALL INDUSTRIES.....	90	30,079	354,250

**TABLE G-3—Strikes and Lockouts, March 1966, by Jurisdiction (Preliminary)**

Jurisdiction	Strikes and Lockouts	Workers involved	Man-Days
Newfoundland.....	2	245	700
Prince Edward Island.....	—	—	—
Nova Scotia.....	6	2,420	7,600
New Brunswick.....	3	801	1,290
Quebec.....	25	10,152	85,540
Ontario.....	39	9,613	116,070
Manitoba.....	—	—	—
Saskatchewan.....	2	138	610
Alberta.....	1	39	220
British Columbia.....	8	1,086	4,830
Federal.....	4	5,585	137,390
ALL JURISDICTIONS.....	90	30,079	354,250

**TABLE G-4—Strikes and Lockouts Involving 100 or More Workers, March 1966 (Preliminary)**

Industry, Employer Location	Union	Workers Involved	Duration in Man-Days		Starting Date — Termination Date		Major Issues — Result
			March	Accumulated			
MINES							
Metal							
Craigmont Mines Ltd., Merritt, B.C.	Steelworkers Loc. 6523 (AFL-CIO/CLC)	130	2,990	10,690	Oct. 1	—	Wages, hours —
Caland Ore Company Ltd., Atikokan, Ont.	Steelworkers Loc. 5855 (AFL-CIO/CLC)	230	5,430	7,780	Feb. 16	—	Wages, compulsory overtime, vacations, seniority —
Minerals Fuels							
McBean Mine—Acadia Coal Co., Thorburn, N.S.	Mine Workers Loc. 8672 (Ind.)	113	110	110	Mar. 16 Mar. 17	—	Disagreement between official and one worker—Return of workers pending discussions between man- agement and union.
McBean Mine—Acadia Coal Co., Thorburn, N.S.	Mine workers Loc. 8672 (Ind.)	227	230	230	Mar. 21 Mar. 21	—	In sympathy for suspended work- ers—Return of workers.
Dominion Coal Co. Ltd., Glace Bay, N.S.	Mine Workers Loc. 4529 (Ind.)	1,330	5,320	5,320	Mar. 22 Mar. 28	—	Disciplinary action against 3 workers—Return of workers pend- ing negotiations.
Non-Metal							
Canadian Rock Salt Co. Ltd., Ojibway, Ont.	Auto Workers Loc. 195 (AFL-CIO/CLC)	165	3,930	8,590	Jan. 25	—	Wages—
MANUFACTURING							
Food and Beverages							
Coca-Cola Canada Ltd., Various locations, Quebec.	Brewery Workers Locs. 239 & 327 (AFL-CIO/CLC)	827	19,020	52,100	Sept. 28	—	Wages—
Fishery Products Ltd., Burin, Nfld.	CLC-directly chartered Loc. 24560	105	420	420	Mar. 28 Mar. 31	—	Job re-assignment—Return of workers
Nestle (Canada) Ltd., Chesterville, Ont.	Retail, Wholesale Employees Loc. 488 (AFL-CIO/CLC)	122	80	80	Mar. 31	—	Discharge of 2 employees after disagreement with employer—
Rubber							
Dominion Rubber Co., St. Jérôme, Que.	Rubber Workers Loc. 642 (AFL-CIO/CLC)	1,150	2,300	5,750	Feb. 24 Mar. 3	—	Job assignment reducing produc- tion bonus—Return of workers.
Dominion Rubber Co. Ltd., Lindsay, Ont.	Rubber Workers (AFL-CIO/CLC)	124	190	190	Mar. 2 Mar. 4	—	Dismissal of one employee for cause—Return of workers.
Firestone Tire & Rubber Co., Lindsay, Ont.	Rubber Workers (AFL-CIO/CLC)	172	260	260	Mar. 3 Mar. 6	—	Wages, working conditions, dis- satisfaction with supervision, grievances—Return of workers.
Dominion Rubber Co. Ltd., Montreal, Que.	Distillery Workers Loc. 78 (AFL-CIO/CLC)	600	1,200	1,200	Mar. 14 Mar. 16	—	Intra-union dispute over election of business agents—Return of workers.



**TABLE G-4—Strikes and Lockouts Involving 100 or More Workers, March 1966 (Preliminary) (Continued)**

Industry, Employer Location	Union	Workers Involved	Duration in Man-Days		Starting Date — Termination Date	Major Issues — Result
			March	Accumulated		
<i>Leather</i>						
Acton Shoe Company Ltd., Acton Vale, Que.	United Textile Workers Loc. 1654 (AFL-CIO/CLC)	234	5,660	7,730	Feb. 17 —	Wages, hours—
<i>Textiles</i>						
Dominion Textile Co. Ltd., Drummondville, Que.	Textile Federation (CNTU)	712	3,320	3,320	Mar. 3 Mar. 9	Alleged slowness in production by workers—Return of workers.
Dominion Textile Co. Ltd., Drummondville, Que.	Textile Federation (CNTU)	700	10,590	10,590	Mar. 11 —	Alleged slowness in production by workers—
<i>Furniture and Fixtures</i>						
Sunshine Office Equipment, Waterloo, Ont.	Steelworkers Loc. 3292 (AFL-CIO/CLC)	419	2,510	2,510	Mar. 24 —	Wages, fringe benefits—
<i>Printing and Publishing</i>						
The Star, Telegram and Globe and Mail, Toronto, Ont.	Typographical Union Loc. 91 (AFL-CIO/CLC)	427	10,010	201,940	July 9 1964	Working conditions as affected by computers, job security, union membership of foremen—
<i>Primary Metals</i>						
Page Hersey Tubes and Camrose Tubes, Welland, Ont.	U.E. Loc. 523 (Ind.)	800	23,210	29,300	Feb. 22 —	Wages, health and welfare pro- visions, shift bonuses, vacations—
Fonderie Paquette Inc., St-Jean, Que.	Steelworkers Loc. 6490 (AFL-CIO/CLC)	104	490	490	Mar. 3 Mar. 10	Alleged slowness in signing first agreement—Return of workers when agreement signed.
Aluminum Company of Canada Ltd., Shawinigan, Que.	Unorganized	573	570	570	Mar. 7 Mar. 8	In protest against overtime, other grievances—Return of workers pending decision of arbitrator.
<i>Metal Fabricating</i>						
Anthes Eastern Ltd., St. Catharines, Ont.	Auto Workers Loc. 199 (AFL-CIO/CLC)	321	2,890	2,890	Mar. 21 —	Wages in a renewed agreement—
<i>Transportation Equipment</i>						
Sicard Inc., Ste-Thérèse, Que.	Auto Workers Loc. 728 (AFL-CIO/CLC)	248	5,700	11,110	Jan. 31 —	Wages—
Montreal Automobile Dealers Assn., Montreal, Que.	Railway, Transport and General Workers. Loc. 511 (CLC)	392	8,390	8,390	Mar. 2 —	Wages, hours, seniority—
Chrysler Canada Ltd., Windsor, Ont.	Auto Workers Loc. 444 (AFL-CIO/CLC)	2,500	2,500	2,500	Mar. 18 Mar. 19	Disciplinary suspension of an union official—Return of workers.
Montreal Locomotive Workers, Montreal, Que.	Steelworkers Loc. 4589 (AFL-CIO/CLC)	608	2,430	2,430	Mar. 28 —	Wages, vacations, retirement age reduced from 67 to 65—
Saint John Shipbuilding & Dry Dock Co. Ltd., Saint John, N.B.	Various unions	314	240	240	Mar. 31 Mar. 31	Seniority—Return of workers.

**TABLE G-4—Strikes and Lockouts Involving 100 or More Workers, March 1966 (Preliminary) (Continued)**

Industry, Employer Location	Union	Workers Involved	Duration in Man-Days		Starting Date — Termination Date		Major Issues — Result
			March	Accumulated			
<i>Non-Metallic Mineral Products</i>							
Concreters Ready-Mix Ltd., Various locations, Que.	Building Trades' Federation (CNTU)	170	3,910	10,710	Nov. 22 —	Wages, seniority—	
Beer Precast Concrete Ltd., Scarborough, Ont.	Labourers Loc. 506 (AFL-CIO/CLC)	103	1,910	5,010	Jan. 12 —	Welfare plan, retroactive pay—	
<i>Petroleum and Coal Products</i>							
British American Oil & Affiliates, Various locations, Sask.	Oil Workers Locs. 9-595 & 9-609 (AFL-CIO/CLC)	108	430	6,640	Sept. 10 Mar. 7	Wages—10c an hr. increase retro- active to Apr. 15, 1965, 10c on signing of contract, 15c Apr. 15, 1966; job security, improved sick leave, vacation leave, overtime provisions.	
<i>Miscellaneous Manufacturing</i>							
E.L. Ruddy Company Ltd., Toronto, Ont.	Painters Loc. 1630 (AFL-CIO/CLC)	130	1,170	2,600	Feb. 14 Mar. 14	Wages—8c an hr. increase retro- active to Nov. 1965, 3c an hr. May 1966, 6c Nov. 1, 1966, 6c May 1, 1967, 6c Nov. 1, 1967, 7c May 1, 1968; 3 weeks vacation after 13 years, 3 weeks after 11 years at Nov. 1, 1967. Half day holiday with pay before Christmas and New Years' Day.	
Canada Cycle and Motor Co., Weston, Ont.	Auto Workers Loc. 28 (AFL-CIO/CLC)	372	7,290	7,290	Mar. 4 —	Delay in signing new agreement—	
<b>CONSTRUCTION</b>							
Various construction contractors, Windsor and area, Ont.	Various unions	333	1,330	12,930	Jan. 24 Mar. 7	Wages—30c an hr. increase imme- diately 30c July 1, 1966, 20c Jan. 1, 1967, 20c July 1, 1967, 20c Jan. 1, 1968, 15c July 1, 1968; 2% in- crease on vacation pay.	
Various construction contractors, Sudbury and area, Ont.	Plumbers Loc. 800 (AFL-CIO/CLC)	104	2,390	3,340	Feb. 10 —	Wages—	
Various construction contractors, St. Catharines, Ont.	Labourers Loc. 506 (AFL-CIO/CLC)	139	260	260	Mar. 4 Mar. 8	In support of the Toronto local presently on strike—Return of workers.	
Ralph Parsons Construc- tion Co., Hoyle, Ont.	Structural Iron Workers Loc. 786 (AFL-CIO/CLC)	800	800	800	Mar. 10 Mar. 11	Transfer of one worker to another location—Union persuaded men to return to work.	
Hydro-Quebec, Various locations, Que.	Building Workers' Federation (CNTU)	3,155	21,080	21,080	Mar. 15 —	Alleged unjust firing of three workers following grievances against foremen—	



**TABLE G-4—Strikes and Lockouts Involving 100 or More Workers, March 1966 (Concluded)**

Industry, Employer Location	Union	Workers Involved	Duration in Man-Days		Starting Date — Termination Date	Major Issues — Result
			March	Accumulated		
Various construction contractors, Prince George, B.C.	Various unions	900	900	900	Mar. 17 Mar. 18	Inadequate ambulance service— Return of workers.
Foundation-Lundrigan, Bay d'Espoir, Nfld.	Unorganized	140	280	280	Mar. 20 Mar. 22	Wages—Return of workers.
Brown and Root Ltd., Glace Bay, N.S.	Boilermakers Loc. 271 (AFL-CIO/CLC)	618	1,240	1,240	Mar. 21 Mar. 23	Respecting picket lines of another union—Return of workers when pickets withdrawn.
Mace Construction Ltd., Belledune, N.B.	Various unions	450	900	900	Mar. 24 Mar. 28	Dismissal of five workers—Return of workers, when employees rein- stated.
<b>TRANSPORTATION AND UTILITIES</b>						
<i>Transportation</i>						
Various transportation firms, Various locations, Ont.	Teamsters various locals (Ind.)	1,736	45,470	94,970	Jan. 19 —	Wages, reduction of hours—
Various transportation firms* Various locations, Ont.	Teamsters various locals (Ind.)	5,206	136,400	284,940	Jan. 19 —	Wages, reduction of hours—
Canadian National Express* Toronto, Ont.	Railway, Transport and and General Workers Loc 337 (Ind.)	250	60	60	Mar. 1 Mar. 1	Refusal to cross Teamsters picket line—Return of workers.
<b>TRADE</b>						
Steinberg's Ltd., Rexdale, Ont.	Teamsters Loc. 419 (Ind.)	160	80	80	Mar. 31 —	Wages—
<b>SERVICE</b>						
<i>Personal Services</i>						
Aero Caterers Ltd., Dorval, Que.	Auto Workers Loc. 698 (AFL-CIO/CLC)	155	700	700	Mar. 17 Mar. 23	Wages—Return of workers.

\*Federal jurisdiction

# about gazette

Canada Department of Labour/July 1966

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# Canada Department of Labour Publications

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*Annual Report of the Department of Labour* (Covers fiscal year ending March 31). (English or French). Price \$1.00, Cat. No. L1-1965.

*Report of the Industrial Inquiry Commission on Canadian National Railways "Run-Throughs."* Report of Hon. Mr. Justice Samuel Freedman, Commissioner. (English or French). Price \$1.50, Cat. No. L35-965/1.

## Supplements to Labour Gazette

*Collective Bargaining Review:* a LABOUR GAZETTE supplement, Ottawa, 1966. Prepared by the Collective Bargaining Section, Labour-Management Division, Economics and Research Branch, Canada Department of Labour. This review was formerly included in the pages of the LABOUR GAZETTE. Obtainable from the Canada Department of Labour. Free. Cat. No. L13-5/1966.

*Reports of Boards of Conciliation* established under the Industrial Relations and Disputes Investigation Act together with reasons for judgment of the Canada Labour Relations Board: a LABOUR GAZETTE supplement, this booklet contains material that was formerly published in the LABOUR GAZETTE. Obtainable from the Canada Department of Labour. Free. Cat. No. L13-6/1966.

## Economics and Research Branch

*Labour Organizations in Canada* (annual). Contains a brief commentary, the latest statistical data on union membership, and a directory of labour organizations with names of their principal officers, publications, and the geographic distribution of their local branches in Canada. (English or French). Price 50 cents, Cat. No. L2-2/1965.

*Industrial and Geographical Distribution of Union Membership in Canada, 1964* (English or French). Price 15 cents, Cat. No. L31-764.

*Strikes and Lockouts in Canada* (annual). Furnishes a record of strikes and lockouts occurring in Canada during a year. Tables and related texts showing strikes and lockouts by years, by areas, by industries, including time lost, number of workers involved, duration, etc. Price 35 cents, Cat. No. L2-1/1963.

*Wage Rates, Salaries and Hours of Labour.* An annual report published in loose-leaf form and followed later by a paper-bound volume. Contains the results of an annual survey at October 1 of occupational wage rates and standard hours of work in most industries. Averages and predominant ranges of wage rates for selected occupations are tabulated separately on a regional basis for some 90 industries including logging, mining, manufacturing, construction, transportation, trade and service groups. Weekly salaries for office occupations and hourly wage rates for maintenance of service occupations and for labourer for several broad industry groups are shown, on a community basis, in 52 communities. Trends in wage rates are included in tables of index numbers by industry. (Bilingual). Cat. No. L2-547.

First year service including attractive binder with index tabs and paper-bound volume, \$9.50; service without indexed binder, \$7.00; individual tables, 15 cents. Paper-bound volume, \$2.00.

*Working Conditions in Canadian Industry, 1964.* Price 50 cents, Cat. No. L2-15/1964.

## Legislation Branch

*Labour Standards in Canada.* Sets out standards in effect under federal and provincial labour laws regarding child labour, minimum wages, equal pay for equal work, hours of work, weekly rest-day, annual vacations with pay, public holidays, fair employment practices, notice of termination of employment, and workmen's compensation. (English). Price 50 cents. Cat. No. L2-7/1965.

*Workmen's Compensation in Canada—A Comparison of Provincial Laws* October 1963. (With LABOUR GAZETTE reprints covering changes in 1964 and 1965). (English or French). Price 35 cents. Cat. No. L2-6/1963.

*Labour Legislation of the Past Decade.* A review of developments in Canadian labour legislation in 1951-1960 period. (English or French). Price 55 cents, Cat. No. L14-2061.

(Continued on inside back cover)



# labour gazette

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### Cover Photograph

The Canadian International Paper Company's mill at La Tuque, Que. See article on page 351 dealing with seven-day operations in Quebec paper mills.

—Photo by George Hunter, Toronto.

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# Milestone in Evolution of Industrial Relations

Minister says Freedman Report may well influence handling of technological change in Canadian industry

"The Freedman report is likely to be remembered as a milestone in the evolution of industrial relations in this country," Hon. John R. Nicholson, Minister of Labour, told the British Columbia Division of the Canadian Manufacturers' Association in Vancouver on May 19 (L.G., Jan.-Feb., p. 4). "The Commissioner's report may well influence our way of dealing with technological change, wherever it may occur in Canadian industry today."

Mr. Nicholson said that he was well aware that action was needed in the immediate CNR situation. But one had to be cautious in introducing new laws in the labour field. "When a situation changes, what was built as a bridge has become a barrier." As an example, he cited the Industrial Relations and Disputes Investigation Act, which had proved inadequate in the current situation.

"My own view is that, whatever is worked out between the railway and its employees or whatever action the government may find necessary must place the maximum emphasis on voluntary co-operation and the minimum on government intervention. In this, I am in full agreement with the spirit of the Freedman report.

"But the ideal is still a free and voluntary agreement between labour and management. There is nothing, for instance, to prevent an employer and a union in any industry from writing a clause into their next collective agreement to give

effect to a plan similar to that proposed in the Freedman report."

## Regular Sessions Inadequate

There was a growing realization, however, that regular, formal bargaining sessions were inadequate; much could happen in the fixed two- or three-year period of a collective bargaining agreement. The "run-through" problem "arose precisely because a change was proposed, within the term of a collective agreement, without sufficient prior consultation, and with no method of adjusting any dispute that might arise," Mr. Nicholson said.

The Minister emphasized that there was a clear need for continuing with joint consultations between unions and employers, and for examining joint problems as they arise. He said that this would not impair the effectiveness of the collective bargaining process; it would increase it. Both parties would approach it with a clearer knowledge of each other's aims and difficulties.

Mr. Nicholson said that labour was apprehensive about technological change even though they realized that it was inevitable. "They are however, conscious of the threat it poses to the workers' security," he said. "If they feel that they are to be no more than onlookers at decisions which affect them so deeply, there is likely to be unrest."

The Minister recalled that the President of the Canadian Labour Congress had recently indicated labour's desire for better communication with management,

calling for more discussion, consultation and co-operation (L.G., Apr., p. 153).

Joint consultation will work if both parties take a positive approach, the Minister averred. "The Labour-Management Co-operation Service of my department is now sponsoring and assisting 2,050 labour-management committees at the plant level in Canada, more than in any other country in the world." He added that many of the committees had achieved outstanding success in solving problems of mutual concern.

The Department of Labour had also organized and promoted a number of area and local conferences on union-management problems in co-operation with provincial departments of labour and provincial union and employer organizations.

"We intend to step up this kind of activity, and I hope a conference of this kind will be held in British Columbia in the very near future."

## Positive Approach

Mr. Nicholson concluded his address with the warning that a new kind of positive approach to industrial relations was long overdue, and that the evolution of industrial relations in Canada has lagged behind economic development.

"We cannot afford to let it lag any longer", he said. "We must develop a concept of industrial relations that is as modern as our technology and our production and marketing methods. It is a task for all of us, management, labour and government—and it is one that demands our full co-operation."

Widespread shortage of labour leads to big demand for even inexperienced female workers  
Employment of women as clerks and stenographers in banks becoming prevalent

A shortage of labour was widespread in Canada in June 1916, in contrast to the serious unemployment that had prevailed at the outbreak of the war in 1914 and for some time afterwards. The LABOUR GAZETTE of July 1916 reported that "a noticeable feature of the month was the scarcity of unskilled labour, and the extent to which female workers were in demand."

It said that there was a demand even for inexperienced girls in some factory districts. "Part of this demand was being met by the hiring of girls who had just finished their course at school. Business colleges reported that many of their students left to take office and clerical positions without waiting to finish their courses. The employment of women as clerks and stenographers in banks was also becoming pronounced."

Civic works in a number of cases had to be discontinued or delayed owing to a lack of unskilled labour.

## Scarcity of Labour

The Canadian Manufacturers' Association, at its 45th annual convention, held in Hamilton in June, had a good deal to say about the scarcity of labour. The legislation committee of the Association, in its report to the convention, said "The enrolment of 300,000 for overseas service has not been accomplished without making heavy drafts upon Canada's working forces—drafts that of themselves would have been sufficient to convert a surplus into a considerable shortage."

The report pointed out that the shortage caused by the withdrawal of so many men for military service had been accentuated by the increased demand for labour for the production of war material. Immigration had done little or nothing to relieve the shortage. Besides all

this, Canada was committed to raising a further 200,000 men for military duty.

One of the suggestions made by the executive committee of the Association was that advantage should be taken of "the offer of the Women's Emergency Corps, which has secured applications from hundreds of women who are ready to take the places of men who have enlisted, both in industrial and clerical occupations."

A second suggestion made by the legislation committee was that the Lord's Day Act should be suspended to allow Sunday work.

A dispute previously described (L.G., June, p. 279), involving machinists employed in factories manufacturing munitions in Hamilton, resulted in a strike that began on June 12 and was still going on at the end of the month. The cause of the strike, in which 1,100 machinists employed by 30 firms took part, was the men's demand for a nine-hour day.

"During June, quite a number of cities and towns throughout the Dominion took up the question of what has come to be known as 'Daylight Saving,' namely, advancing the clocks forward one hour during summer in order to economize in the use of light and to afford better opportunities for work and recreation. Considerable attention was given to the question by Boards of Trade, Trades and Labour Councils, and other public bodies, and in a number of places the scheme was adopted.

"Some localities, however, which had decided to put the scheme into effect, later took no action, and others which had given the system a trial returned to standard time. A few localities, however, continued under the new system, claiming that it worked well.

"Many public bodies, while in favour of the principle, were against the putting

of the scheme into force by purely municipal regulations, it being felt that its adoption by some localities and its rejection by others would lead to confusion, and would interfere with business arrangements."

The CMA at its convention passed a resolution favouring the adoption of Daylight Saving as a national measure, and directing that the Dominion Government should be asked at the next session of Parliament to put the plan into effect with the least possible delay.

## Prices Increase

The index of wholesale prices in Canada averaged 148 in 1915, compared with 136.1 in 1914, and 135.5 in 1913, according to the Department of Labour's report on prices. In December 1915, the index had reached 161.1 compared with 138.9 in January of the same year.

Retail prices had risen less rapidly. The cost of a weekly family budget of staple goods rose from \$7.73 in January 1914 to \$7.96 in January 1915, and to \$8.13 in December 1915.

"In other countries, prices also rose steeply. In Great Britain, staple goods were 44 per cent higher in December 1915 than in July 1914; in Austria, 113 per cent higher; in Germany, 83 per cent; in Italy 31 per cent; in the Netherlands, 33 per cent. In Australia and New Zealand, prices were 29 per cent and 16 per cent higher respectively. In Japan, however, prices were lower, as shown by the index number published by the Yokohama Chamber of Commerce, prices having continued to fall from the high levels of 1912 and 1913."

The Department of Labour's Fifth Annual Report on Labour Organization in Canada for the calendar year 1915 showed that trade unions had contributed 11,972 recruits and 439 reservists, "making in all 12,411 members in the ranks [armed forces]."



## Conference of ministers adopts action plan

An "Immediate Action Plan" was adopted at the second Inter-American Conference of Ministers of Labour, held in Caracas, Venezuela, May 7 to 14. Delegations to the conference came from almost all member governments of the Organization of American States (OAS). As an observer country at the conference, Canada was represented by the Deputy Minister of Labour, George V. Haythorne; the Director of the International Labour Affairs Branch of the Department of Labour, John Mainwaring; and Jean-Yves Grenon of the Canadian Embassy in Caracas.

In his address to the conference, Mr. Haythorne conveyed the welcome of Canada's Minister of Labour, Hon. John R. Nicholson, to those who would be attending the Eighth American Regional ILO Conference in Ottawa on September 12 to 23.

The Immediate Action Plan contains a series of specific recommendations directed mainly toward OAS member governments. To strengthen ministries of labour, it calls on four international aid-giving organizations to put themselves in a better position to meet requests for assistance to such ministries. The organizations are: the OAS itself, the Inter-American Development Bank, the International Labour Organization, and the United Nations. The Plan asks member governments to assign more resources to their labour ministries.

Member countries are advised to:

- set up representative human resources councils within the orbit of labour ministries;
- strengthen employment programs;
- strengthen vocational training and labour statistics services;
- establish national councils on incomes and prices, with the primary objective of ensuring an increase in real wages of workers, based on stable prices.

The conference recommended to the OAS Council that Labour Ministers should meet at least once every three years. The first Inter-American Conference of Ministers of Labour took place three years ago in Bogota, Colombia.

### George V. Haythorne

After extending the Minister's wel-

come to those planning to attend the ILO regional conference in Ottawa in September, Mr. Haythorne said the conference would provide an opportunity to inquire into two items of much concern these days to Departments of Labour: (1) the role of employment policy and manpower planning in economic development; and (2) the place of social security measures and improvements in working and living standards in advancing economic and social growth.

If a labour ministry is to do its job properly, he said, it must be concerned with and play an active part in undertaking "vigorous and sound programs of economic growth" and in ensuring that the benefits of growth are shared by all.

## Immigrants needed to expand economy

"In 1965, more than 146,000 immigrants came to Canada, an increase of 30 per cent over the previous year," said Hon. Jean Marchand, Minister of Citizenship and Immigration. Speaking at the Liberation Memorial Rally in Montreal, May 8, the Minister told his audience that 67 per cent of the immigrants entering the labour force were in the "more skilled" category, and many more were needed to expand Canada's economy. The Department of Manpower would give individual attention to immigrants and other workers with special employment problems, he said.

When the Canadian Institute of Public Opinion reported that 50 per cent of the Canadian population were apprehensive about increased immigration, many writers and journalists began to emphasize the valuable economic and cultural contributions made by newcomers, the Minister said.

He told the Rally that Parliament will be asked to remove discriminatory provisions in the Immigration Act, and that Canada must reflect the principles of her democratic institutions by accepting immigrants regardless of colour, religion, race or language.

"But those who are admitted to Canada must be adaptable to our working and living conditions," Mr. Marchand said.

## Headed AFL-CIO department, R. J. Gray dead

A man who started his career as a bricklayer's apprentice and climbed to the presidency of the AFL-CIO Building and Construction Trades Department died in Washington early in May at the age of 79. He was Richard J. "Dick" Gray, President of the AFL-CIO Building and Construction Trades Department from January 1, 1947 until his retirement on April 1, 1960.

Mr. Gray had been a union member since 1904, when he began working as a bricklayer in Albany, N.Y. He held numerous local offices after attaining journeyman status until he was named a special deputy on the Bricklayers' International Union staff in the 1920's. He was elected international treasurer in 1928 and secretary in 1936, and was named a BCTD Vice-President in 1934.

In 1955 he founded the department's National Legislative Conference that annually draws some 4,000 local and international union delegates to Washington to advance the legislative program of the department and the AFL-CIO.

"The young immigrant tradesman may be called upon to acquire three or more skills in his lifetime as technological change influences his work".

In another speech to the Montreal Religion-Labour Institute on May 3, Mr. Marchand said that there was a need to plan manpower resources in the same way that financial and communication resources were planned. At the time of Confederation, the federal Government was made responsible for tariffs, railways and banking because these were the main instruments of economic policy. "Today, manpower policy is just as important to our national economic life, and if we are to achieve efficient responses to change, manpower policy must be conceived in national terms."

The Minister stated that if Canada is to compete in world markets, she must be in the forefront of technological advance. Technological progress was as necessary to Canada's economic life as electricity or running water. "We cannot halt it, or do without it," Mr. Marchand said. "But, like electricity and water, we must harness it for the greater good of all our people. This is what the Department of Manpower [is being] created to do."

## Construction workers end Montreal strike

Projects worth \$100,000,000 virtually came to a standstill in Montreal when 10,000 construction workers belonging to the Confederation of National Trade Unions went on strike April 13. They returned to work April 18.

Although most Expo workers obeyed the no-strike pact with the World Exhibition, deliveries of essential building supplies were cut off, and work was stopped on the Montreal subway, major expressways and a number of large buildings in the downtown area.

CNTU members, representing about 20 per cent of the 50,000 construction workers in Montreal, rejected the contractors' offer of an agreement that would have provided wage increases of \$1.20 an hour for skilled workers and \$1.05 an hour for unskilled labourers over the next 30 months. At first the members expressed dissatisfaction over the wages, but later cited safety and security factors.

A spokesman for 500 contractors in the Montreal area said that the agreement provided the largest and most rapid wage and fringe increases ever negotiated in Canada for the construction worker categories. The present hourly rate is \$2.41 for labourers, \$3.11 for carpenters and painters, and \$3.33 for millwrights, bricklayers, lathers and plasterers.

It was reported that the strike threatened to bring about a head-on collision between the CNTU and the 22,000 members of the international building trades unions in the Montreal area. In recent years, rivalry between the international unions and the CNTU has been increasing.

The agreement to end the strike came on April 18, when intervention by Quebec's Deputy Labour Minister Donat Quimper re-opened negotiations among the CNTU, the international building trades unions and the Montreal Construction Association.

## First 37½-hour week for manual workers

A collective agreement signed in April between Local 186 of the Canadian Union of Public Employees and the Toronto Harbour Commission provides for a 37½-hour week, the first for outside manual civil workers. CUPE President Stanley A. Little said the contract provides also for a labourer's rate of \$2.73 an hour by July 1, 1967.

## PARLIAMENT

On May 12, Bill C-181 respecting employment in the public service of Canada was introduced by the Prime Minister and read the first time (*Hansard* p. 5031).

The Minister of National Revenue explained that the new Public Service Employment Act would replace the Civil Service Act. He said that the new Act would retain the merit system of appointment and promotion, but would extend it to thousands of additional government employees, specifically some 30,000 prevailing rate employees and ships' officers and crews.

On May 19, Bill C-186 respecting allowances to persons being trained under technical and vocational training programs, and to authorize the entering into agreements with the provinces in connection therewith, was introduced by the Minister of Citizenship and Immigration and given first reading (p. 5330).

On May 25, Bill C-178 providing for the establishment of new Government departments (L.G., June, p. 278) was given second reading (p. 5520).

On May 31, Bill C-170 to provide for the establishment of collective bargaining in the public service of Canada (L.G., June, p. 278) was given second reading (p. 5802) and was referred to the special joint committee on the public service.

On May 26, the first report of the standing committee on labour and employment was presented to the House (p. 5535).

On May 27, the Minister of Labour introduced the General Administration (Vote 1) estimates for his department (p. 5630).

On May 13, the Minister of Labour announced the appointment of Hon. J. C. A. Cameron, Q.C., of Ottawa, as chairman of a conciliation board established to deal with a dispute involving 22,000 non-operating employees of the Canadian National Railways, and certain jointly operated railways (p. 5146). The other members of the Board, the Minister said, were: A. G. Cooper, Q.C., of Halifax, nominee of the railway companies; and E. P. O'Neal of Vancouver, nominee of the Canadian Brotherhood of Railway, Transport and General Workers.

On May 17, the Minister of Labour announced the appointment of Judge

René Lippé, Chairman of the Board of Trustees of the Maritime Transportation Unions, as mediator in the Montreal longshoremen's strike (p. 5256).



Lloyd Francis

*Ted Grant—Photo Features*

## Lloyd Francis appointed to Advisory Committee

The appointment of Lloyd Francis, Ottawa, as Chairman of the Unemployment Insurance Advisory Committee, effective June 1, was announced by the Minister of Labour on the same date.

Mr. Francis is a member of the Ottawa Transportation Commission, and was for nine years Assistant Director of the Research and Statistics Division of the Department of National Health and Welfare. He succeeds Arthur H. Brown, former Deputy Minister of Labour, who asked to be relieved of his duties as Chairman of the Committee.

## B.C. Labour Department acquires research branch

A senior economist with the British Columbia Bureau of Statistics for 20 years, George D. Bishop, has been appointed director of a newly formed research branch in the B.C. Department of Labour.

It is expected that the new branch will undertake research on long- and short-range manpower needs, the impact of automation, and training program improvements.



## Reuther declares goals of 1967 negotiations

Wiping out of the differential between wages of auto workers in the United States and those of workers in Canada was one of the collective bargaining goals urged by President Walter Reuther at the 20th constitutional convention of the union, held in Long Beach, Calif., in the latter part of May. He also asked the convention to support the objective of abolishing the system of hourly wages in favour of a guaranteed annual salary.

Mr. Reuther said that workers in the auto industry in both countries were "doing the same job for the same corporation, making the same car, and should be making the same wage."

The goals of wage parity between workers in the industry in both countries, and annual salaries, instead of hourly wages, would be prime objectives in the 1967 round of contract negotiations in the two countries, the UAW president said. "We do not intend to sign a basic agreement unless it contains a guaranteed annual salary. Hourly wages are historically obsolete, economically unsound and morally indefensible," he contended.

One of the points around which interest centred at the convention was a contest between two women for a post on the union's international board. The convention had voted to expand the board from 25 to 26 members, and Mr. Reuther had explained that the particular purpose of the change was to make room for a woman on the board. Miss Olga Madar, head of the UAW's recreation department in Detroit, was the nominee of the president and his caucus; but her candidacy was challenged by Mrs. Beverly Gibson McCloskey, a General Motors upholstery worker from Local 222 in Oshawa, Ont.

Miss Madar was elected by a large majority, but only after five hours had been spent in polling the delegates in a roll-call vote. A main part of Mrs. McCloskey's support came from locals in Flint, Mich., which had long been in opposition to Mr. Reuther over political matters. The vote was 8,274 for Miss Madar to 2,819 for Mrs. McCloskey.

Walter Reuther was re-elected without opposition for an eleventh term as president of the union. George Burt was also re-elected as Canadian director, but he said later that it would be his last two-year term as head of the Canadian region. He was 62 at the time of his re-election, and he would be eligible to run again in 1968, when he would still be under the age limit of 65. He told

reporters, however, that he intended to withdraw. Mr. Burt is second only to Mr. Reuther in years of service as one of the leading officers of the union.

The convention took the first step toward setting up a world-wide front of auto unions to pit themselves against the big international corporations in the industry. The convention approved a program designed to bring together 2,000,000 auto workers in 40 nations into an automotive council of the International Metalworkers Federation under the leadership of Walter Reuther. The first meeting of the organization was held in Detroit at the beginning of June to lay plans for dealing with the world-wide corporations.

The convention adopted a resolution urging increased efforts to organize white-collar workers, and asking that the U.S. and Canadian governments modify laws to protect workers' rights to "choose a union without undue influence, interference or coercion by the employer."

In introducing the resolution, Douglas Fraser, international representative at large, accused the automobile makers of hampering union representation elections among white-collar workers.

In another resolution, the delegates recommended that the U.S. Government should adopt an eight-point program to promote auto safety.

### OFL women's committee sponsors conference

Much of the future growth of the trade union movement will depend upon the role women play in it, David Archer, President of the Ontario Federation of Labour, told a conference on Women at Work, held in Toronto at the beginning of June. The conference was sponsored by the Women's Committee of the OFL, and was attended by 141 women representing the locals of several trade unions across the province.

The meeting was addressed by Marion V. Royce, Director, Women's Bureau, Department of Labour, Ottawa, and several panel discussions were held.

Miss Royce pointed out that more than half of the women in the labour force in Canada were married, and that more than half of them were over 35 years of age. Referring to the increasing extent to which women were engaging in part-time work, she said that in 1965 there were three times as many women

who usually worked less than 35 hours a week as there had been in 1955; and that those engaged in such work, as a proportion of the total number employed, had increased from 11.7 per cent to 22.1 per cent during the decade.

Miss Royce said she feared that since part-time workers were often excluded from bargaining units, their unregulated competition might lead to their throwing away the rights for which full-time workers had fought so long. She said that older women, because of their eagerness to re-enter the labour force, might do the same thing. "They just don't know the facts of life in the labour market," she told the delegates. Women entering the labour force needed counselling as to their responsibilities and rights.

At one of the panel discussions, the delegates passed a resolution affirming that a woman should hold a job or an elective post on the strength of her qualifications, and not her sex. One of the delegates said: "We are sick and tired of people who seek a special status for women . . . we do not approve, for instance, of the creation of offices especially for them, whether within or outside the labour movement."

### Garment workers want 40-hour work week

At the Canadian co-ordinating conference in Winnipeg in April of the International Ladies' Garment Workers' Union (AFL-CIO/CLC), delegates gave unanimous support to a resolution calling for a 40-hour work week as the legal maximum in all industry across Canada.

The resolution noted that the legal work week is 48 hours in Ontario, Quebec, Nova Scotia, New Brunswick and Newfoundland. In Manitoba and Alberta it is 48 hours for men and 44 hours for women, and in Saskatchewan and British Columbia it is 44 hours. Prince Edward Island has no legal maximum work week.

During the meeting, which preceded the 1966 convention of the Canadian Labour Congress, delegates expressed concern over the growing volume of imported garments from low-wage areas, and passed a resolution to curb imports of women's wearing apparel.

A resolution favouring automation was also approved, provided that there was no loss of jobs.

The two-day conference was attended by delegates from 21 locals in Montreal, Toronto, Winnipeg, Edmonton and Vancouver.

# Sunday Work and the Quebec Pulp and Paper Mills

The Quebec Cabinet has authorized Sunday work—in specified situations—in pulp and paper mills in the province. An Order in Council permitting seven-day operations was passed in April.

The passing of the Order in Council was announced by Premier Lesage simultaneously with the release of the report of a Royal Commission that was set up in August 1964 to investigate the application of the Lord's Day Act to the pulp and paper industry in the province. The new rule went into effect on May 1.

The three-member Commission recommended against extending without restriction the right to work on Sunday to the industry; but in its key recommendation, it proposed that when all the mills of a pulp and paper company were producing at 90 per cent of their normal six-day capacity, the company should be allowed to "produce on Sundays as long as this condition continues, provided that the employees consent, and that the public authority does not oppose."

The report recommends that the company and the unions concerned should determine by agreement when 90 per cent of capacity is being employed, and the terms under which Sunday work is to be carried out once this point is reached. When this has been done, notification of the agreement must be sent to the provincial Justice Department.

## Act Administered by Province

What will happen, in effect, is that when the Justice Department has been notified of such an agreement it will not enforce the Lord's Day Act in that particular case. The Act is a federal statute, but it is administered by the provinces.

The arrangement applies only to the producers of primary paper products, such allied industries as those manufacturing cardboard containers being excluded.

"Since the prohibition of Sunday work is a matter of public interest," the report said, "the Minister of Justice on behalf of the state may, on receipt of such notification, intervene to require proof that the exception is well founded. In

## Order in Council passed by Provincial Cabinet permits seven-day operations in specified situations

any case where the interested parties (employer and unions) have failed to agree on the fact that the company is operating at or above 90 per cent of its normal six-day capacity, either party may if it wishes bring the matter before the Minister of Justice, with notice to the other party, and the Minister . . . shall then ascertain if the fact has been established and issue a formal directive accordingly."

## Opposed to Sunday Work

The Commission found during its hearings that workers in Quebec were in general strongly opposed to Sunday work, and it also arrived at the conclusion that a necessity for general Sunday work had not been established on technical grounds. "Only certain processes, few in number, require continuity of operation," the report said.

The report says, however, that "for the future we must reserve judgment." It points out that technological progress in the pulp and paper industry is tending toward the use of continuous processes, that the very high cost of equipment is exerting pressure in the direction of maximum utilization, and that the fact that Sunday operation is allowed in this industry throughout the world, except in Quebec, leads manufacturers of equipment to design it for continuous production.

The Commission was not impressed by the argument that Sunday work in the industry was a matter of economic necessity. It said that it did not think that Sunday work was necessary to allow the pulp and paper industry to reach the "normal objectives that an enterprise necessarily pursues."

## Able to Maintain Position

It pointed out that the industry in Quebec had been able to maintain its competitive position in international

markets, and that the return on its investment was as high as in Ontario, where Sunday work was allowed. In British Columbia the return was higher, the Commission admitted, but here the industry was younger and its equipment more modern. The forests had also been less worked over, and wood could be obtained at lower cost.

"The prohibition of Sunday work does not create for the pulp and paper industry of the province an obstacle to its maintaining over the long term a level of reasonable profit, an increasing share of the market, and the growth of companies," the report said.

The pulp and paper companies have for some time been pressing for the removal of restrictions on Sunday work in Quebec, and at the time of Premier Lesage's announcement about the Order in Council, 14 mills in the province operated by nine companies had been given temporary Sunday work permits.

Commission members were Judge Richard Alleyn, of Quebec City Magistrates' Court; Jean-Paul Geoffroy, and Robert M. Fowler.

## Collective Agreement Provisions

A number of collective agreements now in force between the companies and the international unions contain special provisions relating to continuous or intermittent Sunday work, but the unions affiliated with the CNTU have refused to negotiate on the issue. In some mills, however, CNTU unions are reported to have tacitly agreed to Sunday operation.

The agreements that have clauses referring to Sunday operation usually provide for stated increases in pay for all employees when such operation is in effect. One contract, for example, provides for an increase for all employees covered by the agreement of "10 cents per hour, starting on the Monday immediately preceding the first Sunday on

*Continued on page 375*



# 50th International Labour Conference

## Director-General's report deals with social and labour problems that impede industrialization

Countries must be helped to develop their own labour policies and human resources, David A. Morse, ILO Director-General, said in his report to the 50th Session of the International Labour Conference in Geneva, June 1 to June 23.

The Canadian delegation was headed by John Mainwaring, Director, International Labour Affairs Branch, Department of Labour. The employer delegate was T. H. Robinson, Manager, Industrial Relations Department, Canadian International Paper Company, and the worker delegate was Joseph Morris, Executive Vice-President, Canadian Labour Congress.

Six Members of Parliament attending the conference were Tom Barnett (Comox-Alberni), René Émard (Vaudreuil-Soulanges), Howard Johnston (Okanagan-Revelstoke), Bryce Mackasey (Verdun), Robert Muir (Cape Breton North and Victoria), and Roger Régimbal (Argenteuil-Deux Montagnes).

The agenda included a second discussion of the role of co-operatives in the economic and social development of developing countries, and a first discussion of the revision of Conventions Nos. 35, 36, 37, 38, 39 and 40, concerning old age, invalidity and survivors' pensions.

### Promoting Social Progress

The central theme of the ILO Director-General's report dealt with the social and labour problems that impede industrialization. Mr. Morse believes that industrial development must be used to promote social progress, and he expressed the hope that his report would spur the ILO into more positive action to hasten the solution of the problems besetting the industrializing nations. He emphasized that the ILO is interested in industrialization for the contribution it can make in transforming low productivity and low income into high produc-

tivity and high income, thereby benefiting all elements of the population.

After calling attention to some of the positive and negative aspects of social change accompanying industrialization, Mr. Morse outlined the major demographic, educational and cultural factors hampering the industrialization of the developing countries. Rapid population growth, low level of general education and technical training hinder the raising of national per capita income and the improvement of living conditions.

The speaker declared that "an active labour policy is urgently needed within the framework of industrial development"—and he suggested that the policy be integrated in the planning of industrialization and development, and that employers and workers take an active part in formulating programs of economic development and social advancement. He also stressed the need for co-ordination between the various governmental departments of labour and the ministries of labour and production.

### A Stable Labour Force

The ILO Director-General observed that carefully planned social legislation could make a positive contribution to industrialization by encouraging the growth of a stable and committed labour force. Such legislation would establish systems for the settlement of labour disputes, guarantee the fundamental rights of trade unions, and permit the establishment of works councils or joint consultative committees.

He indicated that a distorted wage and salary structure is a contributory factor to many of the industrialization labour problems. The structure of wages and the methods of wage payment must be adapted in such a way as to strengthen the incentive of workers to acquire needed skills, take jobs in which there is a

shortage of labour, and improve the quality and quantity of output.

If a government decides that, in the national interest, it is necessary to have a wage policy requiring workers to adapt their demands to economic requirements, and to make a special effort to improve their qualifications and output before getting a substantial raise in salary, it would be necessary to establish:

- (1) an equitable fiscal policy to ensure that any wage restraint is matched by similar restraint in the growth of other incomes; and
- (2) an effective policy to promote economic growth.

Mr. Morse also examined the role of incentives in promoting good work performance and the acquisition of new skills. These incentives include the higher earning power, prestige and status associated with more highly skilled occupations. Conversely, the factors which discourage the acquisition of skills are the cost and effort involved. He urged that a greater share of the cost of education and training be assumed by governments and employers in the form of subsidized educational and training institutions, low-interest loans for students, scholarships, "study wages" and income tax deductions for parents who are supporting students.

### The ILO Role

Mr. Morse stated that the ILO must play an active part within its sphere of competence by:

- promoting the utilization of human resources by encouraging policies that will ensure productive work for all, and by orienting the labour force to occupations that would contribute to general economic development;
- assisting managements and workers to become committed to life and work in industry;
- improving the ability of managers and workers to contribute meaningfully to

the growth and efficiency of the plant, industry and economy;

—creating the necessary institutions and procedures for adjusting industrial development policies to economic and social development for the protection of industrial workers, the orderly channelling of claims, and the resolution of conflicts.

Just as important to the success and speed of industrialization in developing countries is the availability of world markets for manufactured products. Mr. Morse cited the following activities as prerequisites in an ILO program of assistance in this area:

- (1) Technical co-operation. This would provide assistance in the choice and location of new industries, and the initiation of broad projects requiring teams of experts in vocational training, management development, personnel management, labour relations, and safety and health.
- (2) International discussion and standard-setting. Many existing ILO standards are relevant to industrialization efforts by ILO member-states and could provide practical guidance to governments on problems in this field. Special attention would have to be paid to the practical contribution that a detailed technical discussion can make to progress in the field of industrialization and to the development of new standards.
- (3) ILO regional action. This would be needed to deal with problems of industrialization extending beyond purely national boundaries—problems that could not be treated at the international level. Steps have already been taken to strengthen regional activities through the decentralization of some of the ILO's important services.
- (4) Research. ILO research projects for 1967 have been designed to increase effective ILO action in industrialization.
- (5) Industrial committees. Any global approach to industrialization needs the refinement of industry checks. Industrial committees will provide a unique opportunity for considering the practical labour and social problems facing developing industries.

Mr. Morse concluded his report with remarks about the role of the ILO in a concerted United Nations program to promote and accelerate industrialization.

Recalling the decision of the United Nations to establish an autonomous organization for the promotion of industrial development, he noted also the ILO Governing Body's decision to promote closer co-operation between the ILO and the UN organization so that full use might be made of ILO facilities and experience.

### Canadian Delegation

The Canadian delegation comprised:

**Government Delegation**—Head of the Delegation: Mr. Mainwaring; Substitute Government Delegates: G. V. Haythorne, Deputy Minister of Labour; Saul F. Rae, Ambassador and Permanent Representative of Canada to the European Office of the United Nations; Advisers: R. E. Anderson, Deputy Minister of Labour for the Province of Nova Scotia, Halifax; Léo Bérubé, *Directeur du service des coopératives du Québec, Bureau du Secrétaire de la Province de Québec*, Quebec; Leonard Houzer, First Secretary, Canadian Permanent Mission, Geneva; Capt. J. G. Hutchison, Chief, Conservation and Protection Service, Department of Fisheries, Ottawa; R. M. Middleton, United Nations Division, Department of External Affairs, Ottawa; J. E. E. Osborne, Director of Research and Statistics, Department of National Health and Welfare, Ottawa; M. R. Pelletier, Third Secretary, Canadian Permanent Mission, Geneva; and J. K. Wanczycki, Legislation Branch, Department of Labour, Ottawa;

**Worker Delegation**—Worker Delegate: Mr. Morris; Substitute Worker Delegate and Adviser: Kalmen Kaplansky, Director of International Affairs, Canadian Labour Congress, Ottawa; J. Barker, Area Supervisor, United Steelworkers of America, Sault Ste. Marie; F. E. Easterbrook, Vice-President, Transport - Communication Employees' Union, Montreal; James MacDonald, Executive Secretary, National Labour-Co-operative Committee, Ottawa; Louis Napl  on Nadeau, Technical Adviser, Confederation of National Trade Unions, Loretteville, Que.; and Ren   Rondou, Canadian Vice-President, Tobacco Workers' International Union, Montreal.

**Employer Delegation**—Mr. Robinson; Advisers: J. R. Davidson of Davidson, Davidson and Neill, Regina; Douglas Henderson, Executive Assistant, Canadian Chamber of Commerce, Montreal; G. A. Richardson, General Secretary, Railway Association of Canada, Montreal; J. W. Stewart, Manager, Atlantic Division, The Canadian Manufactur-

ers' Association, Moncton; J. C. Sutton, Secretary, Canadian Comstock Company Limited, Toronto; J. A. Thompson, Vice-President, Rail Services, Algoma Central Railway, Sault Ste. Marie;

Provincial Representatives accompanying the delegation as observers were: G. Charbonneau, *Directeur des relations du travail, Minist  re de la Sant  *, Quebec; and R. Martin, Director of Labour Relations, Hydro-Quebec, Montreal.

Administrative Secretary to the Delegation: C. V. Martin, Chief of Publicity Division, Information and Labour Gazette Branch, Department of Labour, Ottawa; Assistant Secretary: Miss R. J. Keall, Labour Standards Branch, Department of Labour, Ottawa.

### Federation of Women formed in Quebec

Some 350 women, representing a number of women's organizations, met recently in Montreal at the founding convention of the Quebec Federation of Women. The idea for the Federation grew out of a meeting last year celebrating the 25th anniversary of women's right to vote in Quebec.

Aim of the Federation, as set out in the charter, is to co-ordinate social action by keeping members informed of projects and activities, encouraging greater unity of action, and sponsoring study sessions.

Among the larger groups represented at the conference were the Montreal Women's Council, *l'Action Catholique des Femmes Rurales*, the Confederation of National Trade Unions and *Les Dames de Sainte Anne*.

Mrs. Th  r  se Casgrain, who organized the conference, said the Federation will not engage in partisan politics, nor will it infringe on the members' autonomy. The main objective is to co-ordinate efforts to create a social force.

Mrs. R  jane Laberge-Colas, a lawyer and mother of three children, was elected President. Working with her on the executive will be Miss Monique Begin, first Vice-President; Mrs. Yvette Rousseau, second Vice-President; Mrs. Lise Trudeau, third Vice-President; Mrs. Cecile Labelle, General Secretary; and Miss Luce Dumoulin, Treasurer.

Projected studies include the status of women in Canada, increase and redistribution of family allowances, training and legislation for household help, training of the female labour force, and equal pay for equal work.

The next meeting of the Federation is scheduled to take place in October.



## Collective Agreements in Hospitals

Union security, holiday and vacation provisions in 239 collective agreements covering 60,783 hospital employees in Canada have been examined in a study completed recently by the Collective Bargaining Division, Economics and Research Branch, Canada Department of Labour.

Among the findings were the following:

- union security provisions making union membership a condition of employment were found in approximately six agreements out of 10; clauses providing for some form of checkoff were included in nine agreements out of 10;
- among union security (membership) provisions, the most frequent—covering close to 50 percent of employees—embodied the “modified union shop,” making union membership compulsory for new employees, and requiring employees who were already members to maintain their membership;
- one half of the agreements had provisions containing some form of compulsory checkoff;
- the holiday clause that appeared most frequently provided for 10 days a year;
- within the various ranges of vacation provisions, the most frequent arrangements were two weeks after one year or less, three weeks after five years, and four weeks after 12 years.

### Holiday Provisions

Number of Holidays	Agreements		Employees Covered	
	No.	%	No.	%
No provision..	—	—	—	—
8.....	74	31	12,998	21
9.....	46	19	9,205	15
9½.....	2	1	614	1
10.....	107	45	35,605	59
11.....	10	4	2,361	4
TOTAL.....	239	100	60,783	100

The accompanying tables deal with collective agreements covering hospital employees in Canada, and in force at December 31, 1964.

Collective agreements covering registered nurses, tradesmen and operating engineers only, were not included in the study. The last table provides information on the expiry month of the agreements under examination.

It should be noted that in a number of cases the language used was not entirely clear. In such instances, the provisions were classified subject to the proviso that they may be open to other interpretations.

The study was made by Barry Maloney under the supervision of Félix Quinet, Chief, Collective Bargaining Division.

### Vacation Provisions

Provision	Agreements		Employees Covered	
	No.	%	No.	%
Two Weeks				
No provision.....	8	3	3,430	6
After 1 year or less.....	198	83	47,994	79
After 2 years.....	24	10	7,801	13
After 3 years.....	7	3	1,363	2
After 4 years.....	2	1	195	—
Three Weeks				
No provision.....	3	1	229	—
After 1 year.....	7	3	3,401	6
After 2 years.....	10	4	1,539	3
After 3 years.....	11	5	1,242	2
After 4 years.....	8	3	425	1
After 5 years.....	83	35	25,357	41
After 6 years.....	21	9	8,095	13
After 7 years.....	3	1	366	1
After 8 years.....	21	9	4,844	8
After 9 years.....	2	1	626	1
After 10 years.....	53	22	11,582	19
After 12 years.....	12	5	2,367	4
After 15 years.....	5	2	710	1
Four Weeks				
No provision.....	102	43	16,407	27
After 5 years.....	5	2	542	1
After 6 years.....	2	1	415	1
After 7 years.....	1	—	215	—
After 8 years.....	1	—	133	—
After 9 years.....	1	—	110	—
After 10 years.....	23	10	1,643	3
After 11 years.....	9	5	352	1
After 12 years.....	46	19	27,331	45
After 13 years.....	1	—	200	—
After 15 years.....	17	7	2,277	4
After 16 years.....	1	—	50	—
After 20 years.....	20	8	4,706	8
After 23 years.....	1	—	1,250	2
After 25 years.....	9	5	5,152	8
TOTAL.....	239	100	60,783	100

## Union Security Provisions—Membership and Check-off

Provision	Agreements		Employees Covered	
	No.	%	No.	%
<b>TOTAL</b> .....	239	100	60,783	100
<b>Union Security—Membership</b>				
No provision.....	87	36	18,025	30
Union shop.....	24	10	9,306	15
Modified union shop (compulsory membership for new employees, maintenance of membership for others).....	92	39	27,534	45
Modified union shop (compulsory membership for new employees, no maintenance of membership for others).....	2	1	191	—
Maintenance of membership for present and future members	24	10	4,566	8
Maintenance of membership for present members only.....	8	3	997	2
Other.....	2	1	164	—
<b>Check-off</b>				
No provision.....	19	8	2,174	4
Voluntary, revocable at any time.....	10	4	1,384	2
Voluntary, irrevocable.....	37	16	6,428	10
Voluntary, irrevocable with escape clause.....	28	12	4,895	8
Compulsory for union members only, without closed or union shop.....	5	2	1,127	2
Compulsory for all employees in closed or union shop.....	4	2	4,569	8
Compulsory for all employees in modified union shop.....	23	10	16,796	28
Compulsory for all employees in maintenance of membership shop.....	15	6	2,828	5
Compulsory for all employees in open shop.....	34	14	7,075	11
Compulsory for all employees hired after a certain date.....	22	9	6,208	10
Compulsory for employees hired after a certain date, maintenance of check-off for others.....	6	2	1,570	3
Compulsory for employees hired after a certain date and for union members.....	11	5	1,574	3
Compulsory for employees who do not become union members.....	1	—	56	—
Other.....	24	10	4,099	6

## Months of Expiry

	1964		1965		1966		1967	
	Agree-ments	Employ-ees Covered	Agree-ments	Employ-ees Covered	Agree-ments	Employ-ees Covered	Agree-ments	Employ-ees Covered
January.....	—	—	2	317	1	251	1	1,350
February.....	—	—	3	209	5	2,197	2	1,777
March.....	—	—	10	2,213	2	785	1	230
April.....	—	—	12	4,582	3	269	—	—
May.....	—	—	3	606	1	150	1	415
June.....	—	—	5	1,229	4	688	—	—
July.....	—	—	10	1,773	—	—	—	—
August.....	—	—	—	—	1	160	1	260
September.....	—	—	—	—	1	617	—	—
October.....	—	—	1	21	1	200	—	—
November.....	—	—	—	—	—	—	—	—
December.....	59	13,605	69	21,629	27	3,324	13	1,926
<b>TOTAL</b> .....	59	13,605	115	32,579	46	8,641	19	5,958

## New program for Canadian nurses

The Canadian Nurses' Association recently established a social and economic welfare program for its members. An initial step was the preparation and distribution of a bulletin, which will be mailed regularly to keep members informed of current developments, activities and available literature in the field of employment relations.

The program aims to embody suggestions and ideas put forth by members of the nursing profession, and presented on their behalf by employment relations personnel in the 10 provincial associations.

Dr. James Stowe, a leader in the employment relations field, has been retained as a consultant to analyze present legislation governing nurses in Canada, and to develop a model act to serve as a guide to provincial associations.

A nurse consultant in social and economic welfare at the headquarters of the Canadian Nurses' Association in Ottawa will establish and maintain liaison with the provinces, the Canadian Labour Congress, the Canada Department of Labour, universities, the American Nurses' Association and the Dominion Bureau of Statistics regarding bibliography for collective bargaining and other sources of information.

## Engineers name woman chairman

Mrs. John DeGroot, a practising mechanical engineer in Toronto, is the first woman to be appointed by the Association of Professional Engineers of Ontario as chairman of one of its committees.

Mother of three children, Mrs. DeGroot was named to head the Public Relations Committee, responsible for interpreting the engineer's profession to the public.

## What a wife is worth

If the average wife were paid for the work that she does around the house, she would be earning about \$8,285 a year, according to the economic research department of a bank. A wife's chores were evaluated in this way: nursemaid, \$55.63 a week; dietitian, \$3.00; food buyer, \$4.95; cook, \$32.75; dishwasher, \$9.30; housekeeper, \$26.25; laundress, \$11.21; seamstress, \$3.25; practical nurse, \$1.20; maintenance man, \$3.83; gardener, \$3.57; chauffeur, \$4.40. The total is \$159.34 a week.



# Employment Injuries in Canada in 1965

**Over the past decade and a half, there has been a slow, gradual improvement in the ratio of employment injuries to the number of workers employed**

The proportions of employment injuries reported to Workmen's Compensation Boards that are made up of temporary disability, permanent disability and fatality cases have not differed significantly from year to year over the past decade and a half.

The averages for this period are:

<b>TOTAL</b>	<b>190,007</b>
Fatalities	995 ( 0.5 per cent)
Permanent disabilities	7,720 ( 4.1 per cent)
Temporary disabilities	181,292 (95.4 per cent)
For 1965, the figures are:	
<b>TOTAL</b>	<b>265,951</b>
Fatalities	1,191 ( 0.5 per cent)
Permanent disabilities	9,888 ( 3.7 per cent)
Temporary disabilities	254,872 (95.8 per cent)

Over the 15-year period there has been a slow, gradual improvement in the ratio of employment injuries\* to number of workers employed. The slight shift in proportions noticeable in 1965

from permanent to temporary disability might be a reflection of improved medical assistance and a more effective accident prevention program.

## Coverage Expanding

The average ratio of the number of fatalities reported by the Workmen's Compensation Boards to the total number of fatalities compiled by the Economics and Research Branch for the past 15-year period amounts to 76.5 per cent. This indicates that 23.5 per cent of the total fatalities are not covered by the workmen's compensation legislation. This ratio is the only means by which an approximation of the grand total of employment injuries can be calculated. Furthermore, relating the number of temporary disability, permanent disability and fatality cases reported by the Workmen's Compensation Boards to the total number of workers employed, an approximation of the workmen's compensation settlement rates for those injuries can be calculated. The 1965 workmen's compensation settlement rates are higher than the average rates for the past 15-year period—an indication that workmen's compensation coverage is be-

ing expanded to include more and more workers.

The 1965 preliminary total of employment injuries, both non-fatal and fatal, reported by the Workmen's Compensation Boards of the ten provinces was 767,120. The final total for 1964 was 672,691.

The Canada Department of Labour received reports of a total of 1,263 employment fatalities that occurred in Canada during 1965. The revised total for 1964 was 1,320, approximately 3 per cent higher than the preliminary total for that year reported in the previous annual review (L.G., May 1965, p.407).

## Analysis by Industry

In 1965, the number of fatalities in the primary industries and their proportion of the total fatalities decreased below the average number of fatalities in these industries for the past 15-year period, reflecting the declining labour force in these industries. In the manufacturing, construction and transportation industries, the reverse development took place, corresponding to the shift in the distribution of the labour force in these

*Continued on page 424*

Employment injuries, non-fatal and fatal, covered in this review are those that involved persons gainfully employed and that occurred during the course of, or arose out of their employment, including deaths and other employment injuries resulting from industrial diseases.

Statistics on employment injuries are compiled by the Economics and Research Branch from the re-

ports received from the provincial Workmen's Compensation Boards and certain other official sources. Newspaper reports are used to supplement these. For industries not covered by workmen's compensation legislation, newspaper reports are the Department's only source of information. It is possible, therefore, that coverage in such industries as agriculture, fishing and trapping, and certain of the service groups is not as complete as in industries covered by workmen's

compensation legislation. Similarly, a small number of traffic accidents that are in fact industrial may be omitted from the Department's records because of lack of information in press reports.

The number of employment injuries that occur during the period under review is usually greater than indicated in the article and tables, but injuries that were not reported in time for inclusion are recorded in supplementary lists, and the statistics are revised accordingly in the next annual review.

\* See Tables H-1 to H-9 at the back of this issue.

# Changes in General Assistance And Other Welfare Legislation in 1965

Five provinces amend their general assistance programs, two amend mothers' allowances regulations, and five change their legislation on living accommodation for the elderly

During 1965, five provinces amended their legislation governing assistance programs. In these provinces, rates of allowances for some or all categories of recipients were increased, and in Ontario and Saskatchewan major administrative and other changes were made.

## NEWFOUNDLAND

Amendments to two statutes and to the Social Assistance Regulations were made during the year. Under the Social Assistance (Amendment) Act, 1965 (S.N. 1965, No. 3), the number of members of the Social Assistance Board were increased to not less than five or more than seven. Formerly the number was set at between three and five. The number of members of the Old Age Assistance Board was similarly increased by the Old Age Assistance (Amendment) Act, 1965 (S.N. 1965, No. 4).

Under the Social Assistance (Consolidated) (Amendment) Regulations, 1965, gazetted October 26, 1965 the boarding allowance for a person who is ambulatory was raised from \$80 to \$90 a month, effective April 1, 1965.

## ONTARIO

A number of major changes occurred in welfare programs during the year. Under the General Welfare Assistance Act, regulations were gazetted relating to nursing homes, to allowances for dependent fathers, to rates of assistance and residence, and to Indian bands. The latter regulation (O. Reg. 308/65) added one Indian band to the list of those previously approved for purposes of administering assistance under the Act, thus bringing the number of such Indian bands to 38. Provincial sharing in costs of social services was authorized under the Department of Public Welfare Amendment Act and regulations. Extensive changes were made in regulations

under the Homemaker and Nurses Services Act.

Ontario Regulation 338/64 gazetted January 9, 1965 revoked that section of the regulations under the General Welfare Assistance Act governing nursing home care, and substituted a revised and expanded section. The former section defined a nursing home as one operated as a business caring for three or more residents unrelated to the proprietor, and licensed by the municipality in which it was situated under municipal bylaws; or as one caring for not more than two residents unrelated to the proprietor, and approved by the Director of the General Welfare Assistance Branch of the Department of Public Welfare.

The Province reimbursed the municipality to the extent of 80 per cent of the amount of aid granted, up to \$80 a month for the cost of maintenance of a person who was certified by a physician as being in need of nursing home care, and for whom a municipal welfare administrator had granted an allowance.

The revised regulation defines a nursing home as one that is operated as a business, and that cares for three or more residents unrelated to the proprietor; and it distinguishes two types of care: "sheltered care" and "nursing services." "Sheltered care" is defined as board and lodging and personal care, provided under the supervision of a registered nurse or a registered nursing assistant.

Such care includes assistance to residents with meals, dressing, and other personal needs, and the "planning and executing of services designed for the general health and well-being of residents." "Nursing services" is defined as "nursing services provided to residents by or under the supervision of a regis-

By the staff of the Research and Statistics Branch, Department of National Health and Welfare.

tered nurse, and includes the planning and executing of nursing care in accordance with the orders, instructions and prescriptions of a physician."

If contributions are to be made by the Province toward the cost of maintaining needy residents, certain minimum requirements must be included in a municipal bylaw applying to nursing homes. These include inspection every three months (the former requirement was "periodic" inspection) by an officer authorized to inspect buildings under the Fire Marshal's Act, and by the local medical officer of health. Other requirements to be included in the bylaw relate to the maintenance of records in the nursing home, the elimination of fire and health hazards, bed accommodation and air and floor space per resident, dietary standards, and staff requirements.

Nursing homes providing nursing services are required to meet additional requirements. In those having 50 or more beds, a registered nurse must be on duty at all times; in those having less than 50 beds, either a registered nurse or a registered nursing assistant must be on duty at all times. If services are provided by a registered nursing assistant, arrangements must be made to have a registered nurse on duty for not less than eight hours each week, to act in a supervisory capacity, and to review and assess the nursing care of each resident at least once each week. Each resident must be admitted on the recommendation of a physician; and, while a resident, must be under the continuing care and supervision of a physician. A physician must be available at all times.

The Province will reimburse a municipality for 80 per cent, up to a specified maximum, of the cost of maintaining a needy person in a licensed nursing home. This maximum is set at \$115 a month for sheltered care and at \$140 a month



for nursing services. No payment will be made to a municipality unless the Director of the General Welfare Assistance Branch is satisfied that the nursing home is complying with the standards set by the municipal bylaw under which it is licensed.

### **Dependent Fathers**

Regulations under the General Welfare Assistance Act governing provincial allowances to dependent fathers were gazetted March 20, April 3, and May 8, 1965.

Ontario Regulation 63/65 gazetted March 20, 1965 made substantial changes in the administration and rates of allowances. The responsibility for determining eligibility, rates of allowances and related matters has been transferred from the regional administrator to the Director of Welfare Allowances. This corresponds to the changes made in the Mothers' Allowances Act in 1964.

In calculating income for purposes of determining need, gross income from wages or salaries is reduced by an amount set out in a table of exemptions, which is graduated according to the number of dependent children and whether one or both parents are in the home. The amount of monthly exemption for one child with a dependent father is \$36, and with a dependent father and mother, \$48; the amount for 6 children with a dependent father is \$96. The latter amount is increased by \$12 for each additional child.

If wages or salaries exceed the monthly exemptions, an additional amount of 25 per cent of the excess is deducted. It is now provided that if a child boarder is the child of the applicant or recipient, no amount shall be calculated as income from board unless the applicant or recipient is earning more than \$80 a month, in which case the excess up to a maximum of \$22 is included as income from board available to the applicant.

The rent allowance has been raised from \$67.50 a month to \$76.50 for unheated premises, and from \$75 to \$85 a month for heated premises. The amount permitted for mortgage payments, taxes and maintenance on a house has been raised accordingly from \$67.50 to \$76.50. The monthly fuel allowance was increased from \$24 to \$29 and subsequently to \$32 by O. Reg. 74/65 gazetted April 3. Furthermore, the restriction that the 20-per-cent increase in the fuel allowance shall be permitted under certain circumstances, only if the fuel allowance did not exceed the maximum, was removed.

Increases have been made in the amounts of the pre-added budget (i.e.

the amount set to cover the cost of food, clothing and sundries) for families with children of varying ages. These rates correspond to those under the Mothers' Allowances program, but allowance is made under these regulations for two parents in the home.

The rates for pre-added budgets for dependent fathers are somewhat higher than those under the general program. For example, the respective monthly rates for one parent with two children under three years of age are \$81.15 and \$64.15. The maximum monthly rate, however, of \$300 that may be paid to a dependent father corresponds to the maximum specified under the general program and under the Mothers' Allowances program.

A dependent father is not eligible for an allowance if his wife is employed in remunerative employment for more than 120 hours in any one month. The former provision ruled out eligibility of an applicant for an allowance if his wife were regularly employed for more than 24 hours each week; or, if not regularly employed, was employed more than 24 hours a week for a period of more than 8 consecutive weeks.

O. Reg. 97/65 gazetted May 8, 1965 extended the entitlement to dental services to all members of the family included in the allowances by removing the restriction that such services shall be available only to beneficiaries under 18 years of age.

### **Rates of Assistance**

O. Reg 106/65 gazetted May 15, 1965 excluded Youth Allowances from the calculation of income, and made substantial increases in maximum rates of allowances that the Province will share with the municipalities or that are payable by the Province under the general program to persons in unorganized territory.

The amount authorized for pre-added budgets (i.e. the amount covering food, clothing and sundries) for all classes of persons has been increased. The monthly amount for a single person without dependants, has been increased from \$29.85 to \$31.75; that for the head of a family with one dependent adult, from \$53.80 to \$57.90. The amounts for families with children have also been increased. For example, the rate for a family of two adults and one child under three years of age has been raised from \$61.10 to \$71.30; and for a family of two adults and two children 4-9 years of age, from \$84.10 to \$96.30.

Increased amounts are added for children between the ages of 13 and 15 years. An amount of \$3 monthly is

authorized for a girl in this age group, and the former allowance of \$2.25 for a boy 10-15 years has been replaced by an amount of \$5 for a boy 13-15 years. The amounts authorized for adults in excess of three, and for each child in excess of six, have also been increased. Increases in the pre-added budget are permitted, as formerly, for certain types of special diets.

Shelter allowances have been increased. The monthly amount for a single person for unfurnished or unheated premises has been increased from \$33 to \$41, and for furnished and heated premises from \$35 to \$43. The amount for heads of families renting heated premises has been increased from \$75 to \$85, and the amount for unheated premises from \$65 to \$76.50.

The maximum monthly allowance for which any family, regardless of size, may qualify, has been raised from \$180 to \$300. The former ceilings set according to the number of beneficiaries in the family have been eliminated.

The allowable monthly income, including the allowance, for a single person receiving an incapacitation allowance, has been raised from \$70 to \$105, and the amount that the Province will pay to the municipality has accordingly been increased from a maximum of \$48 to \$76 a month.

### **Residence**

The method of calculating residence in a municipality or territory has been amended. It is now provided that a person acquires residence in the municipality or territory in which he last resided for 12 consecutive months without receiving assistance. This 12-month period must, however, be within the 36 months immediately preceding his application for assistance. As formerly, supplementary aid is not considered assistance for purposes of calculating residence.

An alternative qualifying provision has been added to apply to those who have received assistance in the 36 months preceding the application for aid. Residence in that case is established in that municipality or territory in which the applicant last resided for a period of 24 consecutive months, including the period in which he was receiving assistance, in the 36 months immediately preceding the date of application. Residence was formerly determined by the municipality or territory in which the applicant had last resided for a period of 12 consecutive months since April 1 of a specified year, while not in receipt of assistance.

Where residence cannot be determined under either of these provisions, it is

considered to be in the municipality or territory in which the applicant was present on the day that immediately precedes his application by 36 months. The former provision specified the municipality or territory in which he was present on April 1, 1961.

### **Welfare Services**

The Department of Public Welfare Amendment Act, 1965, (S.O. 1965, c. 30) authorizes the Lieutenant-Governor in Council to make regulations providing for the payment to counties and district welfare administration boards of subsidies for the cost of welfare services. The Act was proclaimed in force November 1, 1965.

Regulations under the Act (O. Reg. 270/65) gazetted November 13, 1965 apply to a county where the council has appointed a welfare administrator and other necessary staff to administer welfare services in all the local municipalities that are within the county for municipal purposes, and to a district welfare administration board established and in operation for at least one year under the District Welfare Administration Boards Act, 1962-63.

The costs of administration of social services of which the Province will share 50 per cent consist of the salaries paid to a welfare administrator and other members of the staff employed full time in the administration of welfare services, and of those travelling expenses directly related to the administration of welfare services.

"Welfare services" include any class of assistance administered under the General Welfare Assistance Act, services of a homemaker or nurse under the Homemakers and Nurses Services Act, the expenditures for hospitalization of indigent persons, and expenditures for payment for maintenance of children in temporary care under the Child Welfare Act. They also include service for such purposes as: rehabilitation, including vocational assessment and counselling; placement in employment; counselling in respect of family or marital relationships, child care and training, debts, household management, nutrition, health and personal hygiene; and such other services as may be approved by the Minister of Public Welfare.

### **Homemaker and Nurses' Services**

Regulations under the Homemaker and Nurses Services' Act (O. Reg. 72/65) gazetted March 27, 1965 added a definition of "unmarried person," revised the section on allowable income accordingly, added an expanded section

on the calculation of income, increased the amount by which the Province will reimburse the municipality, and revised the residence requirements.

An "unmarried person" is defined as a widow or widower, a divorced person, and a married person who is living separate and apart from his spouse. The amount of liquid assets that a person in this category may have if the Province is to contribute to the cost of service given to him must not exceed \$500 or, if he has one dependant, \$1,000, plus \$200 for each additional dependant. A dependant, for purposes of calculating income, is a child under 18 years living with the applicant or recipient and wholly dependent upon him. The dependant must be attending school, if of school age, unless he is mentally or physically handicapped.

"Income" is defined as the aggregate income from all sources, with certain specified exclusions, including real property used as the residence of the applicant and from which no revenue is derived by the applicant or his spouse.

The maximum amount for which the Province will reimburse the municipality for homemaker services and nurses' services has been increased: for homemaker services, from \$4 to \$6 a day, or, if furnished by the hour, from 50 cents to 75 cents; and for services of a nurse, from \$1.25 to \$2.25 a visit.

The residence requirements, revised by O. Reg. 72/65 were further revised by O. Reg. 309/65, gazetted December 4, 1965 to correspond to the changes made in residence requirements under the General Welfare Assistance Act outlined above.

### **MANITOBA**

Manitoba Regulations 12/65 and 20/65 under the Social Allowances Act gazetted March 6 and March 27, 1965 respectively, amended the former regulations relating to transfer of property and rates of assistance.

Regulation 12/65 added a provision to enable the Director of Public Welfare to regard as the property of an applicant or his spouse, property that either had assigned or transferred for an inadequate consideration. For purposes of computing the income of the applicant, the Director in such instances may include an amount that might have been expected to have been realized from the property, or from investments of equivalent value. This regulation applies to property assigned or transferred within the five years immediately preceding the date of application, or after the date on which the application was made.

Regulation 20/65, which came into force April 1, 1965 increased the allowances for utilities and fuel. The rate for utilities was raised from \$7 to \$7.50 a month. The fuel allowance, authorized from October to May inclusive, was raised from \$15 a month to \$15.75 for a single person living alone in unheated rooms or in a house, and for a family in unheated rooms. The amount for a family living in an unheated house was raised from \$19 to \$20.

### **SASKATCHEWAN**

Regulations applicable to social aid and supplemental allowances under the Social Aid Act, were gazetted August 6, 1965.

### **Social Aid**

Regulation 227/65 (O.C. 1222/65), governing social aid, amended provisions relating to the intent of the Act, the reasons for cancellation of the allowance, the food and shelter allowances for those in special-care homes, the calculation of income and assets, and the administration of the social aid program.

Under former regulations, the intent of the Act was stated as being to grant aid "to persons in need who are unemployed or unemployable and not to subsidize the income of employed persons." It is now provided that it is also not the intention to subsidize the incomes of self-employed persons. As formerly, discretion may be exercised by the Director of Public Assistance if extreme hardship would otherwise result from this provision.

It is now required, however, that if an official refuses aid to an employed person who has applied for assistance on the basis of extreme hardship, he must inform the applicant of his right to have his application reviewed by the regional administrator of the Department of Welfare, and of his right to a final review by the Director of Public Assistance.

The provision that aid may be cancelled when a recipient becomes fully employed for 44 hours weekly, or for the normal number of hours a week for his employment, has been altered to read "36 hours a week or more."

Formerly, food and shelter allowances for persons in licensed nursing homes were granted to cover the amount charged including a comforts allowance. Monthly rates for persons receiving care in public and private special-care homes are now specified: for persons requiring supervisory and limited personal care, the rate is \$165; and for persons requiring extensive personal or nursing care it



is \$235. In each instance an additional allowance of \$10 a month may be given for comforts.

Changes have been made in the sections dealing with the calculation of income and assets. The amount of exemptions permitted from benevolent organizations or other agencies remains as formerly, but the source of funds that may be exempt has been broadened to include income from "individuals, benevolent organizations and other agencies." Maintenance monies held in trust for children, and considered as income released on a monthly basis, were formerly required not to be unreasonably low in relation to the budget requirements of the child involved. It is now required that the amount of the trust shall also be taken into consideration. In computing the net profit from property used as a basis of a recipient's business or farming operations, deductions may not be allowed for depreciation, as formerly.

Changes in the administration of the social aid program include provisions affecting the procedures governing municipal claims for reimbursement. Municipalities must now submit claims for reimbursement to the central office of the Department not later than 30 days after aid is issued. Formerly claims were submitted within 60 days to the nearest provincial regional office.

The time within which the Department is required to reimburse the municipalities has been reduced from 45 to 30 days from the date of receipt of the claim. Municipalities are now authorized to take every action possible to facilitate prosecutions if there is reason to believe that an offense contrary to the Social Aid Act and Regulations has been committed.

A new section authorizes the Department, "upon such conditions as the Minister deems advisable," to share with any municipality the costs of administering social aid.

#### Supplemental Allowances

Saskatchewan Regulations 221/65 (O.C. 1253/65) gazetted August 6, 1965, amended former regulations governing supplemental allowances (i.e. provincial supplemental allowances to recipients of old age security and of allowances for the blind). A number of changes were made to correspond to those made in the Social Aid Regulations in 1964 (L.G., July 1965, p. 612) and in 1965 as outlined above. The former included the sections relating to income from roomers and boarders and from the rental of suites, maintenance payments from monies held in trust for children,

the calculation of liquid assets, and disposal of assets.

A minimum interim allowance may now be granted pending the determination of eligibility, if eligibility for the allowance cannot be determined immediately and the need is urgent.

A revised section restricts payment of an allowance on a means test basis. Those who are unable to qualify for an allowance on this basis, but who are in receipt of an allowance under the means test program and are able to meet the test of means set out in regulations under O.C. 1733/63, may continue to receive the allowance at their present rate. A person who satisfies the means test but no longer qualifies for the former rate, may continue to receive the allowance at the rate of \$2.50 a month. But, no person who qualifies under the former sections, or who is unable to continue to qualify under the means test requirements, may be reinstated as a recipient of the means test allowance.

#### ALBERTA

Regulations under Part III of the Public Welfare Act were amended by Alberta Regulation 128/65 gazetted March 31, 1965 to be effective April 1, 1965. Food and clothing rates for recipients of provincial allowances were revised, and with few exceptions, the monthly rates for both children and adults were increased in amounts varying from 10 cents to \$1.10.

#### MOTHERS' ALLOWANCES

Two provinces, Ontario and Saskatchewan, amended their regulations governing aid to needy mothers with dependent children. In Alberta and Manitoba the changes in regulations affecting recipients of provincial allowances outlined above apply also to needy mothers with dependent children.

#### SASKATCHEWAN

A number of changes in the Aid to Dependent Family Regulations were made by Saskatchewan Regulation 226/65 gazetted August 6, 1965. These regulations include provisions similar to those of the Social Aid Regulations, and also provide that if eligibility for aid cannot be determined immediately and need is urgent, minimum interim aid may be granted pending the determination of eligibility.

Other changes, which correspond to those made in the Social Aid Regulations in 1964 (L.G., July 1965, p. 612) and in 1965 (outlined above), relate to rates for public or private special-care homes;

the calculation of income from roomers and boarders; income from individuals, benevolent organizations, and other agencies; maintenance payments for monies held in trust for children; and liquid assets, real assets and personal assets.

#### ONTARIO

Regulations under the Mothers' Allowances Act were amended by regulations gazetted April 3 and May 8, 1965 respectively. O. Reg. 62/65 gazetted March 20, 1965 revised the rates of allowances and the calculation of income, and to conform with changes in the Mothers' Allowances Act, 1964, revised in order to transfer to the Director of the Welfare Allowances Branch of the Department of Public Welfare those functions formerly the responsibility of the regional welfare administrator.

As under the dependent fathers program, the maximum allowance payable per family has been raised from \$180 to \$300, irrespective of the number in the family. The rates of allowances payable to a foster mother have been raised by \$10 for each child. Thus the rate for one child is now \$40, for two children \$75, and for each subsequent child \$25.

Amounts of the pre-added budget have been raised. The monthly amount allocated to the pre-added budget for a mother with one child three years of age, for example, has been raised from \$60.50 to \$63.45 and the amount for a mother with two children of 10 years or over has been raised from \$84.50 to \$93.15. Rent allowances have been increased and fuel allowances, which were also increased under O. Reg. 62/65, were further increased by O. Reg. 75/66 gazetted April 3, 1965. The maximum amounts set for these items correspond to those under other programs outlined above. The changes in monthly exemptions in wages or salaries, and in the amount of income received from a child boarder when the boarder is the child of the applicant or recipient, correspond to those under the dependent fathers program.

Under O. Reg. 98/65 gazetted May 8, 1965, dental services were extended to all recipients; previously these services were restricted to recipients under 18 years of age.

#### LIVING ACCOMMODATION FOR THE ELDERLY

Five provinces made major changes during 1965 in their legislation affecting living accommodation for the elderly. In Newfoundland, New Brunswick and Nova Scotia, new Acts were passed.



## NEWFOUNDLAND

The Home for the Aged and Infirm Act, 1965 (S.N. 1965, No. 17), assented to April 15, 1965, repealed Part XVIII (The Home for the Aged and Infirm) of the Health and Public Welfare Act.

The Act provides that the institution for the aged and infirm (a newly built institution to replace the former home for the aged and infirm) be known as "Hoyles Home," and authorizes the Minister of Public Welfare, with the approval of the Lieutenant-Governor in Council, to make regulations "for the conduct and internal economy of the institution and for the admission and discharge of patients and for any charges to be made to or in respect of patients."

The purpose of the new home is "to provide a home for" residents; this is a revision of the purpose of the former home which was to provide for their "maintenance and care." Persons eligible for admission include, as formerly, those who, through old age or infirmity, are incapable of supporting and caring for themselves. In addition, others may be admitted who for "any special reason should, in the opinion of the Minister, be accommodated there." This provision replaces the former provision that the institution would care for persons afflicted with incurable diseases of a non-contagious and non-infectious nature, and those unable to care for themselves on account of bodily or mental affliction.

The Hoyles Home (Administration) Regulations, 1965, gazetted November 23, 1965 govern application and admission procedures, monthly rates of payment, relatives' responsibilities, provisions for maintenance of persons unable to pay the specified rates, and discharge procedures. Procedures and policies governing the former home were in the Act rather than in regulations.

Application for admission to the Hoyles Home is to be made through a welfare officer of the Department in writing by the applicant, or on his behalf by relatives or other persons who are liable by law for his care, but who are unable to care for him. A medical certificate must accompany the application. These documents, together with a social history completed by the welfare officer, are submitted to the Social Assistance Board, which authorizes the admission of any applicant to the Home. Formerly, the application and supporting documents were sent to the Deputy Minister, who, if he found them satisfactory, forwarded them to the Minister. The social history was formerly completed by the medical practitioner who made the

physical examination, or by some other person not specified in the Act.

The monthly rate for lodging, board, maintenance and care for an ambulatory patient is set at \$120, and for a bedridden patient, at \$180. If a patient is unable to pay the full amount, and those by law liable for his support are also unable to pay the full amount, a lesser amount may be approved by the Minister. This amount, however, must include 80 per cent of the patient's income, if any. A single person is considered to be unable to pay the full amount for his maintenance if his liquid assets, as calculated under the Social Assistance (Consolidated) Regulations, 1961, are not over \$500. A married couple is considered unable to pay if their combined liquid assets are not over \$1,000. In either case, if liquid assets are in excess of the specified amount, applicants are considered to be in a position to pay the full amount until the excess is exhausted.

Provision is made for appeal to the Minister from a decision of the Board regarding admission. The Minister may confirm, reverse or vary the Board's decision, and the Board must then act upon the decision as if it had been its own.

As provided under former legislation, the attending physician of the institution is charged with the duty of prescribing and providing any necessary medicine and treatment for any patient. These regulations, however, provide that the attending physician shall have the care of the health of a patient only with the patient's consent.

## NOVA SCOTIA

The Boarding Homes Act (S.N.S. 1965, c. 3), assented to March 30, 1965, proclaimed effective January 1, 1966 provides for the licensing of boarding homes providing special care.

A boarding home is defined as "a building, part of a building, group of buildings or other place in which, for a fee, gain or reward, food and lodging, together with care or attention, are furnished or are available to four or more persons who because of age, infirmity, physical or mental defect, or other disability, require the care or attention." The Act does not apply to: a public hospital, mental hospital, tuberculosis hospital, maternity hospital or sanatorium, a municipal home, a jail, prison or reformatory, a maternity home licensed under the Child Welfare Act, a nursing home to which the Nursing Home Act applies, or a hotel licensed under the Hotel Regulations Act.

Before issuing a license, the Minister of Public Welfare must be satisfied that the applicant is a "fit and proper person" to operate a boarding home and that the premises conform to standards prescribed by the regulations.

Licenses are issued annually, expiring on December 31 of each year. The Minister may attach terms or conditions to any license, and may cancel or suspend a license if the operator of a home, or an employee, has violated the provisions of the Act or regulations or has failed to comply with the conditions attached to the license. Unless a license is in force, no person may advertise or otherwise represent a place to be a boarding home, and the terms "boarding home," "personal care home" or similar terms may not be used.

Inspectors, appointed by the Minister from the public service, may examine the premises, equipment, facilities and records of any boarding home, or any place that may be being used as a boarding home. Alterations that would increase or decrease the capacity of a boarding home, or that might adversely affect the facilities for the care of inmates, must first be approved by the Minister.

Penalties are provided for violations of the Act or regulations, or for failure to comply with conditions attached to a license. A fine of up to \$100 may be imposed, and in default of payment, imprisonment for not more than 50 days. Each day that the situation remains unrectified constitutes a separate offence for which an additional fine may be imposed.

The Governor in Council is authorized to make regulations respecting licenses, the keeping of a register in a boarding home, staff requirements for boarding homes, records and returns to be kept, sanitary facilities, space requirements and fees to be charged by operators of boarding homes.

Regulations made pursuant to the Act specify standards on the above matters to be observed by boarding homes. The supporting documents that must be furnished with the application include certificates from the fire marshal and the medical health officer of the municipality, a statement on the number of residents to be accommodated and the fees to be charged, and a list of proposed staff, with an outline of their training and experience.

Each home is required to keep a register that includes certain essential data on every person admitted to the home. Returns are made to the Chief Inspector on October 1 and April 1 covering the



residents maintained in the home for the preceding six months.

A person capable of providing emergency care must be available to attend residents at all times. In a home for 15 or more residents, a registered nurse or a practical nurse must be on duty at all times.

#### ONTARIO

In Ontario regulations under the Homes for Special Care Act, 1964, were amended by O. Reg. 104/65 gazetted May 15, 1965.

Under this regulation the Minister of Public Welfare is authorized to pay the cost of medical care or medicine, and clothing, toiletries or other personal necessities for persons in homes for special care who are unable to pay for their maintenance; and to pay the burial expenses of an indigent person who dies in a home for special care.

#### NEW BRUNSWICK

Under the Senior Citizens Housing Act (S.N.B. 1965, c.5), assented to April 13, 1965, provincial grants are authorized to assist limited-dividend housing corporations in constructing and equipping low rental housing units for senior citizens. The amount of the grant, which may be made only to a limited-dividend corporation receiving a loan under the National Housing Act, is the lesser of: \$500 for each dwelling unit or 50 per cent of the capital cost of the project, exclusive of that part of the project financed through a loan under the National Housing Act. Grants are administered by the Minister of Youth and Welfare and are payable out of the Consolidated Revenue Fund. The Lieutenant-Governor in Council is authorized to make regulations prescribing the conditions under which grants may be made and respecting any other matters necessary to carry out the intent and purpose of the Act.

#### MANITOBA

An amendment to the Elderly and Infirm Persons' Housing Act assented to May 11, 1965 (S.M. 1965, c.23), revised the basis for assessing the amount that member municipalities contribute toward the costs of a corporation formed for the purpose of providing and managing elderly and infirm persons' housing accommodation. The amendment provides that the amount requisitioned from each municipality toward the total cost is to be determined by the ratio of the ratable assessment of that municipality to the total ratable assessments of all municipalities concerned. The former provision specified that the municipal-

ity's share was to be that proportion which the total of each municipality's equalized assessment and personal property and business assessments bore to the total of these assessments of all municipalities concerned.

#### SASKATCHEWAN

The Housing and Special-care Homes Act, 1965 (S.S. 1965, c. 64), which came into force May 1, 1965 repealed the Housing Act (R.S.S. 1953, c. 246, with amendments), and incorporated provisions of the former Act with some amendments and added sections. It provides, as formerly, complementary legislation to the National Housing Act (Canada).

Part IV, which relates to housing and special-care homes for needy, aged, infirm and blind persons, replaces Part IV of the former Act respecting housing for persons in these categories. New sections have been added defining special-care homes, and setting out licensing provisions and provisions respecting the entry of indigents into the Province.

A special-care home is defined as "a nursing home, supervisory-care home, sheltered-care home, or other facility used, whether for profit or not, for the purpose of providing supervisory care, personal care and nursing care, or any of them, for persons who... by reason of need, age, infirmity or blindness are unable fully to care for themselves."

Provisions for licensing are set out in the Act. These were formerly contained in regulations. The Minister of Welfare is authorized to issue a license to an applicant if he is satisfied that there is a need for a special-care home and that it will serve the public interest. The Minister may revoke or suspend a license if provisions of the Act or regulations are violated, or if the licensee or any em-

ployee is guilty of "improper or careless conduct" with respect to residents of the home, or if the premises have become unsuitable for use as a special-care home.

Licensed homes must be open at all reasonable times to "visitation and inspection." A person authorized by the Minister may examine any part of the premises and any records, and may make any necessary inquiries about any matter. Any home being operated without a license may be inspected by a person authorized to do so by the Minister, and the person in charge is required to give any information requested.

A new section provides that any person whom the Minister considers to be likely to operate a home without a license may be restrained by action in the Court of Queen's Bench at the instance of the Minister. In any such action, the court has power to grant an injunction.

The consent of the Minister is required if the operator of a special-care home wishes to bring in, or encourage, the entry of an indigent person into Saskatchewan.

The Lieutenant-Governor in Council is authorized to make regulations governing licenses, fees for licenses, the kinds of care to be available in special-care homes, standards of care and operation, records to be kept, and charges to be made for care.

Part V—Geriatric Centres—a new Part, authorizes the Minister to supervise, operate and continue to develop provincial geriatric centres already established by the Province, and to establish additional centres, as necessary, for persons suffering from long-term illness. The Lieutenant-Governor in Council is authorized to make regulations governing these centres, and funds may be appropriated by the Legislature for their establishment and operation.

### YWCA counselling services help women find employment

In response to numerous recommendations arising from studies pursued under the Roles of Women discussion groups during the past three years, the YMCA of Montreal has set up on a trial basis a special consultative service, Vistas for Women, staffed by professional counsellors.

The program is designed to help:

- the young girl about to enter the world of work to find suitable employment, improve chances for advancement, or perhaps undertake further education;
- the married woman at home wishing to devote herself to voluntary work or further education;

- the unmarried woman wanting to engage in socially satisfying activities; and
- the older woman wishing to return to work when family responsibilities decrease.

In general, assistance to work out a satisfying pattern of living will be the prime concern of this service, which is conducted by a panel of specialists.

The Central YWCA of Toronto reported that, in order to meet the demand over the past year, it was necessary to double the staff engaged in providing vocational counselling services.

# Labour Statistics

Principal Items	Date	Amount	Percentage Change From	
			Previous Month	Previous Year
<b>TOTAL CIVILIAN LABOUR FORCE*</b> .....(000)	Apr. 23	7,248	+1.2	+4.0
Employed.....(000)	Apr. 23	6,950	+1.9	+5.4
Agriculture.....(000)	Apr. 23	517	+8.8	-8.2
Non-agriculture.....(000)	Apr. 23	6,433	+1.4	+6.6
Paid workers.....(000)	Apr. 23	5,898	+1.8	+6.9
At work 35 hours or more.....(000)	Apr. 23	5,817	+2.4	+84.7
At work less than 35 hours.....(000)	Apr. 23	901	-0.8	-72.3
Employed but not at work.....(000)	Apr. 23	232	-0.9	+22.1
<b>UNEMPLOYED</b> .....(000)	Apr. 23	298	-12.6	-19.7
Atlantic.....(000)	Apr. 23	52	-17.5	-31.6
Quebec.....(000)	Apr. 23	117	-11.4	-12.0
Ontario.....(000)	Apr. 23	62	-19.5	-22.5
Prairie.....(000)	Apr. 23	32	-11.1	-38.5
Pacific.....(000)	Apr. 23	35	+6.1	+16.7
Without work and seeking work.....(000)	Apr. 23	274	-13.0	-20.6
On temporary layoff up to 30 days.....(000)	Apr. 23	24	-7.7	-7.7
<b>INDUSTRIAL EMPLOYMENT (1961=100)</b> .....	January	114.6	-1.3	+6.9
Manufacturing employment (1961=100).....	January	119.0	+0.3	+6.5
<b>IMMIGRATION</b> .....1st	Qtr. 1966	30,713	—	+37.9
Destined to the labour force.....1st	Qtr. 1966	15,992	—	+41.6
<b>STRIKES AND LOCKOUTS</b>				
Strikes and lockouts.....	April	108	+20.0	+63.6
No. of workers involved.....	April	50,838	+69.0	+337.8
Duration in man days.....	April	441,130	+24.5	+263.0
<b>EARNINGS AND INCOME</b>				
Average weekly wages and salaries (ind. comp.).....	January	\$93.71	+3.0	+5.2
Average hourly earnings (mfg.).....	January	\$2.19	+0.5	+5.3
Average hours worked per week (mfg.).....	January	40.9	+3.0	-0.3
Average weekly wages (mfg.).....	January	\$89.69	+3.8	+5.2
Consumer price index (1949=100).....	April	143.2	+0.6	+4.0
Index numbers of weekly wages in 1949 dollars (1949=100).....				
Total labour income.....\$000,000.				
<b>INDUSTRIAL PRODUCTION</b>				
Total (average 1949=100).....	March	273.2	+1.8	+9.0
Manufacturing.....	March	244.1	+2.7	+8.5
Durable.....	March	254.9	+0.8	+8.0
Non-durables.....	March	234.9	+4.5	+9.0
<b>NEW RESIDENTIAL CONSTRUCTION†</b>				
Starts.....	March	6,507	+16.8	-5.2
Completions.....	March	13,424	+56.3	-34.6
Under Construction.....	March	90,297	-7.9	+22.8

\*Estimates of the labour force, the employed and the unemployed, are from *The Labour Force*, a monthly publication of the Dominion Bureau of Statistics which also contains additional details of the characteristics of the labour force, together with definitions and explanatory notes.

†Centres of 5,000 population or more.



# Employment and Unemployment in April

Between March and April, employment increased by an estimated 129,000 to 6,950,000. It was a greater-than-seasonal increase for the month, and the increase from January was well above the average of the past several years.

Unemployment declined by 43,000 between March and April to 298,000; this was 4.1 per cent of the labour force.

The labour force in April was higher than a year earlier by 280,000, or 4.0 per cent. This compares with an average annual growth rate of 2.2 per cent over the past five years. The male labour force was higher than a year ago by 142,000, or 2.9 per cent. For women, the increase was 138,000, or 6.8 per cent.

Employment in April was 353,000, or 5.4 per cent, higher than a year earlier and unemployment was 73,000 lower.

## Employment

About one third of the March-to-April advance was in agriculture. In non-farm industries, the increase was fairly widely distributed; manufacturing and trade showed sizable gains.

Compared with a year earlier, total employment was up 353,000, or 5.4 per cent. Non-farm employment increased by 399,000, or 6.6 per cent. The largest gains were in service, manufacturing and construction. Farm employment in April was estimated at 517,000, down 46,000 from April 1965.

Employment of young people in recent months has shown a significant increase over year-earlier levels. In April, 635,000 persons aged 14 to 19 years were employed, 50,000 or 8.5 per cent more than in April 1965. In the 20-24 year age group, 937,000 had jobs, an increase of 102,000 or 12.2 per cent over the year.

Employment was noticeably higher than a year ago in all regions. The gains ranged from 3.8 per cent in the Prairie region to 7.2 per cent in the Atlantic region.

## Unemployment

Unemployment declined seasonally by 43,000 between March and April. The April estimate of 298,000 was 73,000 lower than a year earlier. The largest

year-to-year decrease in unemployment was among men 25 to 44 years of age.

Of the total unemployed in April, 190,000 or 64 per cent had been unemployed for less than four months. Some 75,000 had been unemployed for from four to six months and 33,000 for seven months or more. Persons unemployed for four months or more accounted for 36 per cent of the total, compared with 41 per cent a year earlier.

Unemployment in April represented 4.1 per cent of the labour force, compared with 5.3 per cent in April 1965 and 5.9 per cent in April 1964. Unemployment rates were lower than a year earlier in all regions except British Columbia. Seasonally adjusted, the April 1966 unemployment rate was 3.3 per cent.

The review is prepared by the Labour Market Analysis Division, Research Branch, Department of Citizenship and Immigration. The tables are prepared jointly by the Dominion Bureau of Statistics and the Department of Citizenship and Immigration.

## Labour Market Conditions

Labour Market Areas	Labour Surplus				Approximate Balance		Labour Shortage	
	1		2		3		4	
	April 1966	April 1965	April 1966	April 1965	April 1966	April 1965	April 1966	April 1965
Metropolitan.....	2	2	5	7	5	3	—	—
Major Industrial.....	7	10	14	10	5	6	—	—
Major Agricultural.....	3	4	6	9	5	1	—	—
Minor.....	18	25	22	23	18	10	—	—
Total.....	30	41	47	49	33	20	—	—

## Classification of Labour Market Areas—April

	<i>Substantial Labour Surplus</i>	<i>Moderate Labour Surplus</i>	<i>Approximate Balance</i>	<i>Labour Shortage</i>
	<i>Group 1</i>	<i>Group 2</i>	<i>Group 3</i>	<i>Group 4</i>
<b>METROPOLITAN AREAS</b> (labour force 75,000 or more)	Quebec-Levis St. John's	Halifax Halmilton Vancouver-Abbotsford- New Westminster Windsor Winnipeg	Calgary Edmonton Montreal →OTTAWA-HULL Toronto	
<b>MAJOR INDUSTRIAL AREAS</b> (labour force 25,000-75,000; 60 per cent or more in non- agricultural activity)	Corner Brook Lac St. Jean Moncton New Glasgow Rouyn-Val d'Or Shawinigan Sydney- Sydney Mines	Brantford Cornwall Fort William-Port Arthur Granby-Farnham- Cowansville →JOLIETTE Kingston Niagara Peninsula Oshawa Peterborough Saint John →SHERBROOKE Timmins-New Liskeard- Kirkland Lake →TROIS RIVIERES Victoria	Guelph Kitchener London →SARNIA Sudbury	
<b>MAJOR AGRICULTURAL AREAS</b> (labour force 25,000-75,000; 40 per cent or more in agri- culture)	Charlottetown Riviere du Loup Thetford-Lac Megantic- St. Georges	Barrie Brandon North Battleford Prince Albert Saskatoon Yorkton	→CHATHAM →LETHBRIDGE Moose Jaw Red Deer →REGINA	
<b>MINOR AREAS</b> (labour force 10,000 to 25,000)	Bathurst Bridgewater Campbellton Dawson Creek Edmundston Gaspe Grand Falls Montmagny Newcastle Okanagan Valley PRINCE GEORGE- QUESNEL← Quebec North Shore Rimouski Ste. Agathe- St. Jerome Summerside Truro Woodstock, N.B. Yarmouth	Belleville-Trenton →BRACEBRIDGE Chilliwack Cranbrook →DAUPHIN →DRUMMONDVILLE Fredericton GRANDE PRAIRIE← Kamloops →KENTVILLE Lindsay North Bay Owen Sound Pembroke Portage la Prairie Prince Rupert Sault Ste. Marie St. Jean →ST. STEPHEN Sorel Valleyfield Victoriaville	Beauharnois Brampton →CENTRAL-VANCOUVER ISLAND Drumheller Galt Goderich Lachute-Ste. Therese Listowel →MEDICINE HAT →ST. HYACINTHE St. Thomas →SIMCOE Stratford Swift Current →TRAIL-NELSON Walkerton Weyburn Woodstock-Tillsonburg	

→The areas shown in capital letters are those that have been reclassified during the month, an arrow indicates the group from which they moved. For an explanation of the classification used, see page 140, March issue.



# PRICE INDEXES

## Consumer, May 1966

The consumer price index (1949=100) edged up 0.1 per cent to 143.4 at the beginning of May 1966 from 143.2 in April. The index for May was 3.9 per cent higher than the May 1965 level of 138.0.

There were increases in six of the seven main components indexes, the changes ranging from 1.0 per cent for recreation and reading to 0.1 per cent for food, and tobacco and alcohol. The clothing index declined slightly.

The food index increased 0.1 per cent to 143.8 from 143.7. Prices were higher for fresh fruits, most fresh vegetables, dairy products—including butter—for margarine, bakery products, tea, instant coffee, frozen orange juice, honey and lamb. On the other hand, lower prices were reported for beef, fresh and cured pork, veal, turkey, chicken, eggs, celery and tomatoes.

The housing index rose 0.3 per cent to 144.2 from 143.8. Increases in rent and home-ownership prices raised the shelter component slightly. There was no change in the household operation component, lower prices for textiles, utensils and equipment, and household supplies being offset by higher prices for furniture, electricity and telephone rates.

The clothing index dropped 0.2 per cent to 125.0 from 125.3 as a result of sales in men's, women's and children's wear, and piece goods. Prices for footwear rose.

The transportation index went up 0.3 per cent to 151.1 from 150.7, reflecting price increases for gasoline, motor oil, new automobiles and train fares.

The health and personal care index rose 0.8 per cent to 180.7 from 179.2 in April. The personal care component was 2.2 per cent higher on account of widespread increases in the cost of haircuts and women's hairdressing, and slight increases in prices of personal care supplies. The health care component was slightly higher as a result of increased prices for pharmaceuticals.

The recreation and reading index rose 0.1 per cent to 159.2 from 157.6.

The tobacco and alcohol index went up 0.1 per cent to 125.1 from 125.0 as a result of scattered increases in prices of cigarettes and tobacco.

Group indexes a year earlier (April 1965) were: food 134.5, housing 140.5, clothing 121.0, transportation 146.8, health and personal care 175.6, recreation and reading 154.6, and tobacco and alcohol 122.5.

## Wholesale, April 1966

The general wholesale index (1935-39=100) declined 0.1 per cent to 257.9 in April from the March index of 258.1. It was 4.0 per cent higher than the April 1965 index of 248.0. Three of the eight major group indexes were lower in April, while four advanced. The non-ferrous metals group index was unchanged at 229.9.

The animal products group index declined 1.5 per cent in April to 290.7 from the March index of 295.2. The non-metallic minerals products group index declined 0.9 per cent in April to 191.9 from 193.7, and the chemical products group index decreased 0.3 per cent to 208.7 from 209.4.

Higher prices for potatoes, tea, coffee and cocoa, and fresh fruits were the chief contributors to a rise of 0.8 per cent in the vegetable products group index in April to 225.9 from 224.1. The wood products group index moved up 0.3 per cent in April to 335.2 from 334.2 and the iron products group index advanced 0.3 per cent to 267.3 from 266.5.

## City Consumer, April 1966

Consumer price indexes (1949=100) rose between March and April in eight of the ten regional cities and declined in two. Increases ranged from 0.1 per cent in Saskatoon-Regina to 1.0 per cent in Ottawa. The Winnipeg index decreased 0.1 per cent and the Vancouver index decreased 0.3 per cent.

April indexes rose or remained steady in all cases except for recreation and reading in Halifax, food in Winnipeg, transportation, and recreation in Edmonton-Calgary, and food, transportation, and health and personal care in Vancouver.

Food indexes were higher in eight cities and lower in two. Housing indexes moved up slightly in eight cities and held steady in two. Clothing indexes increased in all ten cities. Indexes for transportation were higher in five cities, lower in two, and unchanged in three.

Health and personal care indexes rose in nine cities and fell in one. Recreation and reading indexes showed mixed movements, with increases in six cities, decreases in two, and no change in two. Tobacco and alcohol indexes remained at March levels in six cities and advanced in four.

Regional consumer price index point changes between March and April were

as follows: Ottawa +1.4 to 143.4; Toronto +1.3 to 145.8; Halifax +1.0 to 137.9; Saint John +0.9 to 139.7; St. John's +0.5 to 125.3\*; Montreal +0.5 to 141.6; Edmonton-Calgary +0.4 to 133.3; Saskatoon-Regina +0.2 to 135.2; Vancouver -0.4 to 137.5; Winnipeg -0.1 to 138.7.

## Farm Products

The index of Canadian farm products at terminal markets (1935-39=100) moved down 1.4 per cent to 242.5 from 246.0 in the three-week period ending April 22. The animal products index decreased 2.2 per cent to 300.0 from 306.9, and the field products index declined 0.1 per cent to 185.1 from 185.2.

## Residential Building

The price index of residential building materials (1935-39=100) increased 0.3 per cent in March to 344.7 from 343.6 in February. On the 1949 base it rose to 151.2 from 150.7.

The price index of non-residential building materials (1949=100) increased 0.2 per cent to 149.5 from 149.2.

## U.S. Consumer, April 1966

The United States consumer price index (1957=100) rose by four-tenths of 1 per cent to 112.5 in April. In March the index was 112.0 per cent and a year ago in March it was 109.0. The cost of services replaced food as the chief reason for the increase in the April index.

In the service area, apart from the tax on telephone calls, and higher mortgage interest rates, there was another jump in medical care. Other increases were in green fees at golf courses, automobile insurance premiums, beauty shop prices, baby sitters and admission fees at drive-in theatres.

## British Retail, March 1966

The British index of retail prices (Jan. 16, 1962=100) rose to 114.6 at mid-March from 114.4 at mid-February. The index in March last year was 109.9.

Increases in the prices of fresh vegetables, fruit and bacon were partly offset by reductions in the prices of eggs.

The index for foods fell by about one-half of 1 per cent to 109.1, compared with 109.8 in February. The index for the food group rose by less than one-half of 1 per cent to 113.1, compared with 112.8 in February.

\* On base June 1951=100.

# Dental Womanpower in Canada

Women dentists comprise only 1.6 per cent of the membership of the Canadian Dental Association, but in Lithuania, a 1958 survey by the American Council of Education showed, 96 per cent of the dentists were women. In Russia, at that time, they made up 71 per cent, in Israel 29 per cent, and in Luxembourg 8 per cent. In South Africa, New Zealand and the United States, on the other hand, they amounted to only 1 per cent of the total.

Compared with that of other countries, the population-dentist ratio in Canada is unsatisfactory and is growing worse. The supply of dentists is not keeping up with the increase in population.

Because of the recruitment potential, Prof. Bruce A. McFarlane of Carleton University devotes a section of his book *Dental Manpower in Canada*, to women dentists. The study deals in detail with characteristics of dental practitioners in Canada, and includes a chapter on dental auxiliaries.

Questionnaires were sent by Prof. McFarlane to the 97 women dentists registered with the Canadian Dental Association, inquiring about professional education, hours of work, type of practice, family background and marital status, and 75 completed questionnaires provided data for conclusions.

More than two-thirds of the women dentists surveyed were born outside North America, 60 per cent originating in the Baltic, and other European countries. Almost half of the respondents had degrees from universities and had been qualified to practise before emigrating to Canada. This cultural phenomenon is further emphasized by the fact that a third of those who were "born elsewhere" and had received their education in North America (most of this group were born in the Baltic States) came to Canada as immigrant children.

The study showed that a career in dental public health, including school dentistry, was a department in which women dentists predominated. Of the respondents, 17 per cent indicated that public health dentistry was their main work, 13 per cent were engaged in public health dentistry in combination with

other practice, and 21 per cent had previously worked in the public health field.

The reasons most frequently advanced for the preference for this field were a liking for children's dental work, and its convenience, especially for women with young children. A more fundamental motive appeared to be that public health work was a stepping stone to establishment in a "normal" private dental practice. Of the women in private practice, 31 per cent reported that they had done public health work earlier in their careers.

To facilitate combining family life with a professional career, married women dentists, especially those with young children, mentioned certain arrangements that they considered necessary:

- having the dental office in or near the home;
- limiting office hours and the number of hours worked a week;
- careful planning of office work and family routine; and
- restricting the type of office they kept or belonged to.

A United States report on recruitment of women dentists is equally applicable to Canada. The deterrents mentioned included:

- lack of information about, and misapprehension concerning the study and practice of dentistry;
- dentistry was too often considered to be a man's profession, limited by the need for technical skill and physical strength;
- parents' reluctance to invest in long and costly training for daughters. If parents are willing, girls are more likely to pursue professions more "glamorized" in the mass media, e.g., medicine;
- a belief that professional education and a career will make marriage less likely;
- opposition by male dentists and prejudice of the part of the public.

Dental auxiliaries have recently emerged in Canada to help relieve the

shortage of trained dentists. Assistance falls under three categories: dental hygienist, dental assistant and dental technician, the first two being predominantly female.

The hygienist is a university-educated and legally qualified person, concerned with prevention of dental and oral disease through educational activities and treatment procedures. Duties fall into the professional, clerical, service, technical, mechanical, administrative and educational categories.

The total number enrolled in Canada in 1962-63 was 146, of which 88 were at the University of Toronto, 17 at Dalhousie University and 41 at the University of Alberta.

Dental assistants in 1962 numbered 4,700 working full time and 300 part-time. Training is mostly on-the-job, although more recently several of the dental associations in the larger cities have organized six-month evening courses for dental assistants. Most of the students in these classes were already employed, but wanted to obtain recognized qualifications.

## Conclusions and Recommendations

Womanpower, an important source of recruits to dentistry in many countries, appears to have been neglected in Canada. More attention should be directed to the contribution women dentists are making, especially to dental public health services, where one in three is a woman, compared with one in 50 of their male colleagues.

Wider use should be made of sub-professional auxiliaries such as dental hygienists, and a critical examination of their education and training should be undertaken. Either the hygienist should be legally permitted to make greater use of her skills, or else training should be confined to the technical and vocational educational system, rather than to the three university dental schools.

Training for dental technicians should be placed on a more formal basis, with less dependence on immigrants and on-the-job training. This type of training could also be undertaken in the technical schools now being built. Furthermore,

*Continued on page 371*

By the staff of Women's Bureau, Department of Labour.



# Training for Vocational Rehabilitation Staff

The passing of the Vocational Rehabilitation of Disabled Persons Act in 1961 in effect recognized vocational rehabilitation as the most effective approach to the problem of the social and economic consequences of disability. In the five years since the passing of the Act, the size of the staff employed in the Federal-Provincial Vocational Rehabilitation Program has expanded, and this expansion is likely to continue as demand for service increases.

In December 1965, the Government announced the proposed creation of a Department of Manpower, and coincident with this, employment placement, vocational training, vocational rehabilitation and other services concerned with the utilization of Canada's manpower resources are being integrated into a national service. In co-operation with provincial and local authorities and other organizations, an effort to prepare people for, and establish them in employment will be carried out.

Vocation rehabilitation is an integral part of this manpower program. Bringing into the labour force unused and under-used manpower resources by means of rehabilitation will require all the special individual approaches and techniques that have been developed in this field. Persons who are physically and mentally impaired, those with handicapping social and personal problems, the uneducated and unskilled, older workers and others with various disadvantages form a large pool of persons having difficulty participating in the working world. Manpower services will have to reach these people and must have the resources to help them to become employable.

## Staff Training Needs Recognized

In the light of these facts, the requirements for well-trained staff become increasingly important, but the shortage of qualified personnel in the face of a rising demand for more and better services is as much a problem for vocational rehabilitation as it is for the social services generally. The necessity for providing training for staff was recognized in the Vocational Rehabilitation Agreement

with the provinces. Under the Agreement, the federal Government will share with the provinces the "cost of training persons as counsellors and administrators to carry out the Provincial Vocational Rehabilitation Program."

The Agreement further states that "training may be arranged in appropriate courses in schools or universities; or by the organization of seminars, workshops or short courses; or by using such means as may be necessary for the development of high standards and an orderly process of on-the-job training."

## Training Provided

Staff training activities had of course been carried on in the vocational rehabilitation program, with federal cost-sharing and co-operation in planning, before the enactment of the legislation, but, with the passing of the Act, this program was endorsed and placed on a firm legislative foundation.

Staff training for rehabilitation personnel is provided in a variety of ways. Service training programs, university courses, short-term summer courses, both in Canada and the United States, are used to increase the competence of rehabilitation personnel. During 1966, attempts are being made to strengthen efforts to help persons concerned with, or working in, the various agencies associated with the co-ordinated federal-provincial program.

## Training Course Sponsored

With this aim, the Canadian Rehabilitation Council for the Disabled, jointly with the Department of University Extension and Adult Education of the University of Manitoba, and in co-operation with the Federal-Provincial Vocational Rehabilitation Program, sponsored a training course in rehabilitation at the Manitoba Rehabilitation Hospital. Emphasizing the team approach in the rehabilitation of the handicapped, this course included lectures, discussions and practical demonstrations

By the staff of Civilian Rehabilitation Branch, Department of Citizenship and Immigration.

in the various aspects of rehabilitation, daily living, ambulation, and self-help; and in the techniques of evaluating the psychological, psychiatric, social, educational and vocational assets of the individual. Treatment, therapy and counselling were also a part of the training.

The problems of the handicapped child were explored, particularly in relation to educational needs and future employment. Mechanization and automation, and their bearings on employment, were studied as they relate to the handicapped worker.

Specific disabilities and the problems they presented were also reviewed. The disabilities and problems of the blind, those suffering from cerebral palsy, paraplegics, the mentally retarded and the mentally restored, among others, were considered.

The course was interspersed with visits to appropriate workshops and rehabilitation agencies in and around Winnipeg, in order to provide practical demonstrations of part of the subject matter under discussion.

The lecturers included distinguished specialists in various fields of work connected with the handicapped. The purpose of the course was to provide those who were or who expected to be responsible for program development in rehabilitation, with an understanding of the philosophy of the processes involved in the rehabilitation of the disabled, and of the responsibilities of the various professions involved in the rehabilitation team. A knowledge of the many community resources and their contributions to the rehabilitation of the disabled was also imparted.

The course was open to both professional and non-professional persons engaged in rehabilitation of the disabled; those who attended included such persons as vocational counsellors, social workers, employment counsellors, psychologists, special educators, nurses, therapists and members of the staff of voluntary and governmental agencies. This is the third year that this type of course has been held in Winnipeg.

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# Employment Services in OECD Countries

Third study in the series deals with  
placement techniques for older workers

The employment problems of older workers are among the main preoccupations of the Manpower and Social Affairs Directorate of the Organization for Economic Co-operation and Development. Two pathfinding studies on the subject previously released have been concerned with job redesign and training methods. They were prepared by Stephen Griew and R. M. Belbin. The latest contribution in the series, *Placement Techniques for Older Workers*, comes from Irving Sobel, Professor of Economics at Washington University, and the late Dr. Richard C. Wilcock.

The over-all theme of the three reports is the development of methods for extending the active work life of older men and women. The present study—based largely on interviews conducted in Canada, the United States, Great Britain, Sweden, Italy and Greece—deals with the question of how the employment services of the member countries have improved their placement methods, and their use of other facilities and agencies, to extend employment opportunities for older workers.

The central conclusion of the report is that the success of the employment service in placing hard-to-place older workers is inextricably linked with its operations as an over-all national and local institution effectively filling a high proportion of the vacancies arising in the labour market. The second conclusion is that services for older workers should not be compartmentalized. The report recommends that older workers should be assisted and served, as are others, by general placement officers—and that they should also receive special help for individual problems and difficulties.

### Committees Prove Useful

Also recommended are programs to enable employers, unions and the public

to eliminate current misconceptions about older workers and to overcome the reluctance of employers to hire them. The report indicates that advisory and citizen's committees have proved useful in this area. The pros and cons of anti-discrimination legislation are also presented, but in this area, member countries are not in complete accord. Finally, for the non-competitive segments of the aging population, permanent sheltered employment is recommended.

Most older workers are fully competitive and have no difficulty retaining employment. They should be differentiated from older workers who fall into the "hard-to-place" category—those who possess few or out-of-date skills, or have a low level of education; those who have been unemployed for long periods and have lost work habits, or are relatively untrainable; and those who may have personal, social or physical handicaps that make them less attractive to employers. The state of the labour market will, of course influence the number and proportion of hard-to-place workers.

Policy-makers in OECD member countries have become increasingly aware of the relationship between economic growth rates and maximum utilization of the national labour potential. In the past, this relationship was more likely to have been defined as "achieving and maintaining a full employment level of economic activity through monetary and fiscal policy", rather than in terms of eliminating from the labour market the particular frictions or bottlenecks that interfered with and negated the maximum development and utilization of human resources.

Now widely recognized as equally important is the objective of developing and improving the quality and employment of the total manpower resources required for a nation's economic

strength. Western European countries that have been experiencing full and over-full employment situations have learned that national economic growth rates depend very largely on the achievement of maximum productivity through a better balance between jobs and labour force potential. This situation necessitates employing, and frequently making employable, those labour force members who, for various reasons, might still be jobless within the context of full employment.

Even in countries with less than full employment, there are still unfilled job vacancies and structural dislocations in particular occupations, industries, areas and firms. Thus management programs and policies designed to reduce bottlenecks that interfere with the maximum matching of men, skills and jobs can make a significant contribution toward stimulating economic growth and reducing the level of unemployment.

### Key Instrument

The key instrument in the implementation of manpower policy is the public employment service, which, in most countries deemed economically mature, is now not only accepted, but regarded as indispensable. The typical service which generally started as an adjunct to the unemployment insurance and compensation systems, and then functioned as a labour exchange matching job orders from employers with job applications from mostly unskilled and unemployed workers, is becoming more and more a manpower and labour market instrument.

The term "placement techniques and methods" lying at the core of the Sobel-Wilcock report should not be interpreted narrowly. It implies all tools and policy instruments directly or indirectly



available to employment service personnel engaged in placement, which affect either a given worker's prospect of placement or the service's ability to place its clientele. Over-all measures designed to increase the penetration rate of a particular "service" are just as important in determining the average older worker's employment prospects as are specific placement techniques. Thus, although the report is concerned with specific techniques, the way in which the employment service functions as an over-all manpower instrument is frequently emphasized because both aspects are closely intertwined.

There are indications of an increasing awareness in all OECD member countries of the special employment problems of middle-aged and older workers—especially those between the ages of 45 and 65. These problems are of two basic types, depending upon the level of employment in a given country and upon the speed with which workers are being displaced by technological and market changes.

### Emphasis on Well-being

In countries with low levels of unemployment, or with over-full employment, the emphasis may be placed on maintaining the mental and physical well-being of older workers. Hence jobs may be redesigned so that older workers can stay at work as long as they wish, and maintain sufficiently high levels of production to justify their retention.

In countries where unemployment levels have been higher—Canada, Italy, Spain and the United States—the most immediate concern has been the difficulty experienced by older workers who either wish, or are obliged, to change their type of work, or who have lost their jobs. There are also pockets of older workers in full-employment countries who find it very difficult to obtain new jobs after losing, or being forced to change, their former employment.

Certain demographic trends, especially in Western Europe, are to some extent favourable to the older worker. The lower birth rates after World War I and the impact of World War II have resulted in the proportions of the total population in the so-called prime age groups of 25 to 44 being relatively small. Longer-than-average duration of schooling has removed a large number of workers between the ages of 14 and 19, and a combination of social factors and the general availability of old age pensions has sharply reduced the proportion of workers over 65 in the labour force. In addition, the number of workers over 65

years of age is steadily increasing and is likely to do so for some time.

### Age Level

It will be readily apparent that employers are less likely to attempt to maintain age preferences with relatively smaller percentages of workers in the 25-44 age group. Nevertheless, as the interview data in the Sobel-Wilcock report indicated, the average level of employment is a far more important determinant of actual employment prospects than the relative age profile of the labour force. The interviews showed also that if a sufficient number of younger workers is available, the age preferences of Western European employers differ little from employers in Canada and the United States. However, the current state of the labour market in Western Europe makes it difficult, if not impossible, to exercise preference.

The ratio may vary between countries, but it is significant that older workers generally encounter more difficulty in securing employment than do the younger members of the population. In most countries, roughly 10 per cent of the population is over 60 years of age, whereas in some countries the over-60 unemployed represents as much as 35 per cent of total unemployment. Generally the older population experiences an unemployment rate about 50 per cent above the average.

All available statistics confirm the much longer duration of unemployment for workers over the age of 45. In fact, for every age group over 25, the average length of unemployment mounts with age. In Belgium, it was found that the average duration of unemployment for persons over 45 is at least four times as long as for persons under age 20. Netherlands data for 1963, when the unemployment rate was less than 1 per cent, showed an average duration of registration of 1.5 months for job-seekers under 20, 3.8 months for those 30 to 40 years of age, five months for those under 50, and 6.5 months for those 50 to 59 years of age. Canadian and American experience, though not so drastic, nevertheless indicates that older workers remain unemployed considerably longer than do younger persons.

### Competitive Ability Impaired

Older employees find their competitive ability impaired for two basic reasons. The changing demands for goods and services, and the appearance of new technology, cause new industry to rise and older ones to decline. In turn, new occupations appear and some economic

regions expand, while other occupations and regions decline. These changes in the more dynamic industrial societies call for a highly versatile and adaptable labour force, and it is not surprising that, after 30 to 40 years in the labour market, workers with less-than-average education and training find they have less ability than younger workers to meet these changes.

Education is another major factor in a worker's ability to compete for employment. Twenty-five to 50 per cent of all workers (in member countries) were in primary industry when the majority of workers now over 45 years of age prepared for work; now, with the exceptions of Italy, France, and Greece, not more than 20 per cent of the labour force were in this sector in any of the countries visited.

Substantial changes in technology call for higher educational levels, and younger age groups are better able to meet these requirements. Once they have acquired experience, the 25-year-olds are the most competitive elements in the labour market.

School attendance in the United States for the 35-44 age group is over three years longer than the school years completed by the 55-64 age group. Available Canadian data indicates the same general relationship between age and education: for instance, 35 per cent of the 15-34 age group received the minimum elementary education, but only five out of the eight or approximately 63 per cent of the 55-64 age group, had this advantage.

### The Disadvantages

Physical limitations, and physiological and psychological changes, place some older workers at a competitive disadvantage in certain jobs. Research and experience both indicate that the jobs which are either unsatisfactory for workers over 50, or result in lower productivity, involve excessive heat, prolonged stooping, bending, stretching, close visual or intense auditory activity, severely paced work, continuous heavy work, and excessive noise. Despite this, the conclusion is that the number of jobs from which older workers should be barred is comparatively small—and modern technology is rapidly reducing the number still further.

In summary, say Sobel and Wilcock, the typical unemployed older worker has less education and fewer marketable skills than the average unemployed younger worker. He is more likely to have skills which are currently being made unmarketable by technological change. He is also prone to remain to the end in declining industries, occupations

and labour market areas. The unemployed worker is commonly a worker who has been displaced from a job in which he had long tenure. He often lacks experience in the techniques of job-seeking. Older workers frequently must reduce their expectations about wages, type of job, area and working conditions, in order to improve their employment prospects; but they are often unwilling to make these adjustments without intensive counselling and guidance. More counselling is needed to prevent discouragement that frequently results in premature withdrawal from the labour force, or unemployability owing to the loss of work skills and habits.

While the techniques and practices used by employment services can and do affect the success of older workers in finding employment, the key variables determining the fate of the older worker in the labour market are a country's over-all level of employment and its manpower policies.

Recommendations

In their recommendations and conclusions, the authors specifically suggest measures to be applied by member countries to improve the effectiveness of the public employment service. Some of these recommendations are:

- offer employers full labour market coverage, and alter their unemployment public image in order to record potential job changes in skilled, technical, administrative and professional fields;
- increase penetration rates and coverage by intensive recruitment and the establishment of specialized placement services in universities and technical schools;
- increase staff and raise professional competence to penetrate the high level labour markets, and to provide adequate service for hard-to-place applicants;
- provide additional in-service training to render employment service personnel more competent to deal with older workers;
- use referral procedures based on order of registration when qualifications are approximately equal;
- eliminate time unit criteria—otherwise placement officers tend to concentrate on the easy placements and forgo the more time-consuming (and often rewarding) task of attempting to place older job seekers;
- recommend the more qualified older workers through the clearance system to employment in new locations;

- produce more adequate statistics to evaluate properly the older workers' problem and to formulate necessary policy;
- design public relations and educational programs to reach employers, trade unions and the general public in order to make more employers responsive to consideration of older workers;
- set up advisory committees of employers and labour personnel to assist in public relations and educational programs.

The complete report titled *Placement Techniques for Older Workers* is available at Canadian Government bookstores or the Queen's Printer, Ottawa, for \$2 a copy.

Training

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The Fourth Atlantic Regional Workshop was held this year at the Prince of Wales College, Charlottetown, P.E.I., beginning May 30. The workshop was sponsored by the federal Government and the provincial rehabilitation authorities in the Atlantic region. It brought together representatives of government and voluntary rehabilitation agencies and departments to explore and discuss rehabilitation programs, resources, and development in the Atlantic Provinces. Particular attention was given to the selection and referral of handicapped persons capable of benefiting by rehabilitation.

The workshop also dealt with assessment resources and techniques—medical, social and vocational; developments in prosthetics; new manpower and welfare programs; the problems of groups of physically and mentally handicapped persons; co-ordination and resources; training of the handicapped; and employment and job opportunities.

The workshop was presented through lectures by leading authorities in rehabilitation and related fields, institutes, seminars, discussion groups, films and informal meetings. The keynote speaker was G.G. Duclos, Assistant Deputy Minister, Department of Citizenship and Immigration, who discussed plans for strengthening and developing manpower services, and how these services could be used to support rehabilitation efforts in the Atlantic region. Plans are under way for a similar workshop to be held in the Western region later this year.

Wage Schedules Prepared In April

During April the Department of Labour prepared 292 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada, for works of construction, remodelling, repair or demolition, and certain services. In the same period, 123 contracts in these categories were awarded. In addition, 92 contracts that contained the General Fair Wages Clause were awarded by Central Mortgage and Housing Corporation, Defence Construction (1951) Limited and the Departments of Defence Production, Northern Affairs and National Resources, Post Office, Public Works and Transport.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned or to others who have a bona fide interest in the execution of the contract.

Contracts awarded in April for the manufacture of supplies and equipment were:

Department	No. of Contracts	Aggregate Amount
Defence		
Production	102	\$375,976.00
Post Office	8	106,974.85
RCMP	1	49,576.80

Wage Claims Received

During April the sum of \$10,446.68 was collected from 12 contractors for wage arrears due their employees as a result of the failure of the contractors, or their subcontractors, to apply the wage rates and other conditions of employment required by the schedule of labour conditions forming part of their contract. This amount is for distribution to the 174 workers concerned.

Dental Womanpower

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training facilities for dental assistants are a matter for urgent attention, and since courses are being offered in the vocational schools for restaurant service and service station attendants, why should they not be provided for dental assistants?

*Dental Manpower in Canada*, is available from the Queen's Printer and Controller of Stationery, Ottawa.



## Growth and Survival Depend on People Because No Management is an Island Unto Itself

"Today's progressive management believes that a company's growth and survival depend not so much on raw materials as on its people, because no management 'is an island unto itself'. It takes the combined effort and co-operation of all concerned to make a company a profit-making entity."

This opinion is part of the labour-management philosophy of a personnel manager backed by his Company. The man is Arthur Truman and the Company is Barber-Ellis of Canada Ltd., at its plant in Brantford, Ont.

Barber-Ellis and the Union agreed to set up a joint consultation committee at this plant in 1954. It has been actively working ever since. The 217 employees are represented by the International Union, United Automobile, Aerospace and Agricultural Implement Workers of America (AFL-CIO/CLC).

In explaining the Company's views, Mr. Truman said: "Through this committee we have minimized waste, promoted safety, good housekeeping and numerous other ideas concerning the betterment of the relationship between management and labour. This has the full support of top management in our Company."

### Employee Well-being

Looking at the role of business and industry in Canada's economic growth, he added:

"The corporate contribution to the well-being of [employees] is clearly anything but a negligible one. There is one thing of which we can be certain: the size of that contribution will decline when individual companies cease to concern themselves with improving the efficiency of their operations. The company is only as efficient as its people.

"Joint consultation can achieve this end. We, at Barber-Ellis of Canada, have found that consultation with our employees has paid dividends. Each employee likes to feel he is part of the Company and not just someone who is hired to do a job of work."

"Joint consultation is a bona fide way of communicating with the people who work for the enterprise. The employer generates a feeling of trust and need of

the employees when they talk together to solve a common problem. This, in turn, will create within all the levels of the labour force a feeling of well-being, a feeling that they are at least a part of the company as a whole. It will help to generate within the employee a pride for his employer and the enterprise in general."

"Herbie" Herbert, chairman of the plant committee, states: "The working conditions in the Barber-Ellis plant in Brantford are very good. I feel that our people are hard-working people. They realize that in order to survive we have to produce. We are production conscious and strive to help management make more profit as it benefits our people too."

At the Brantford plant, the Company manufactures commercial envelopes and writing pads, and is a wholesaler of fine papers, cellophane and polyethylene bags. The Company was first established in Brantford in 1904.

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While the age of automation and electronics is just now catching up to some companies, the Maritime Telephone and Telegraph Co. Ltd., of Nova Scotia, has been in this field for many years. In order to keep up with the constant changes though, more than 600 staff and union employees take more than 60 courses each year.

Of these courses, 39 are taught by the Company, 19 by other companies, and the balance through correspondence. Maritime Tel and Tel (as it is called) pays for all courses of study.

The Company, and its subsidiary, the Island Telephone Company, is involved in all communications media including radio, television and microwave. As a result, it has to be "on its toes" with constant training and upgrading.

There are over 2,300 employees with Maritime Tel and Tel including more than 630 craftsmen. These men are represented by Local 1030 of the International Brotherhood of Electrical Workers, AFL-CIO/CLC. This Local is

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By the staff of Labour-Management Co-operation Service, Industrial Relations Branch, Department of Labour.

an amalgamation of a number of smaller locals throughout the areas served by the Company and includes telephone operators and other employees.

The Company and the Union have been practicing joint consultation on two levels since 1961. There are the regular labour-management co-operation meetings held monthly; then, twice a year, the Union executive and district representatives meet with management representatives to discuss the larger issues and agreement interpretations.

Referring to their labour-management relations, J. H. Grant, Assistant General Plant Manager in Halifax, stated that their committee meetings had "solved a large number of problems such as working conditions, comforts, standardization of equipment."

### Greater Efficiency

He has found that the employees have many good points to bring out. For example, they have pointed out that some varieties of electricians' staples are too short, that certain terminals are not good in cold weather, and that emergency lights are required on vehicles. Said Mr. Grant: "These items affect the Company as well as the men. They are good, constructive suggestions generally promoting greater efficiency".

Donald C. Purcell, who died earlier this year, was both Business Agent and President of Local 1030 when interviewed for *Teamwork in Industry*.

At that time Mr. Purcell stated: "Our union-management meetings are the best possible way to resolve problems within each district. [There are five districts in the Company.] Under this scheme, a specific problem is brought out, and everyone has a chance to talk about it. The solution is reached by mutual consent so that no one man can force his opinions on others.

"I'd say our labour relations were second to none within the Maritimes. Having labour-management committees has been an excellent idea. They have made a lot of people aware of the situations on both sides. We've resolved a great number of problems. The employees are definitely interested in this joint consultation," Mr. Purcell concluded.

# Certification and Other Proceedings Before the Canada Labour Relations Board

During the month of April, the Canada Labour Relations Board met for three days. The Board granted five applications for certifications, rejected one such application and ordered three representation votes. The Board received seven applications for certification and allowed the withdrawal of two such applications.

## Applications for Certification Granted

1. Association of Employees of Grey Goose Bus Lines Ltd., Thiessen Bus Lines Ltd., and Red River Motor Coach Lines Ltd., on behalf of a unit of bus drivers employed by Grey Goose Bus Lines Ltd., Winnipeg, Man. (L.G., June, p. 306). (See also "Application for Certification Rejected," below.)

2. *Syndicat des Employés du Transport Provincial (CSN)*, on behalf of a unit of bus drivers employed by *Autobus Lemelin Ltée.*, Montreal, Que. The Canadian Brotherhood of Railway, Transport and General Workers had intervened (L.G., June, p. 306).

3. National Association of Broadcast Employees and Technicians, on behalf of television programming, production, film editing and technical employees of CHAB Ltd., Moose Jaw, Sask. (Station CHAB-TV) (L.G., May, p. 237).

4. *Syndicat général de la radio (CSN)*, on behalf of a unit of employees of Radio Futura Limited, Verdun, Que. (Radio Stations CKVL-AM and CKVL-FM) (L.G., June, p. 306). The National Association of Broadcast Employees and Technicians had intervened.

5. Taxicab, Stage, Bus Drivers and Dispatchers' Union, Local 151, of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of bus drivers employed by Vancouver-Seattle Bus Lines Ltd., Vancouver, B.C. (L.G., May, p. 237).

## Application for Certification Rejected

Amalgamated Transit Union, Division 1374, applicant, Grey Goose Bus Lines Ltd., Winnipeg, Man., respondent (L.G.,

June, p. 306). The application was rejected for the reason that it was not supported by a majority of the employees eligible to cast ballots in the representation vote conducted by the Board. (See also "Applications for Certification Granted," Item 1, above.)

## Representation Votes Ordered

1. United Packinghouse, Food and Allied Workers, applicant, and Super Sweet Formula Feeds, a Division of Robin Hood Flour Mills Limited, Milton, Ont. (L.G., Mar., p. 101) (Returning Officer: S. E. Emmerson).

2. Retail Clerks Union, Local 401, of the Retail Clerks International Association, applicant, and Monarch Transport Ltd., Edmonton, Alta., respondent (highway and city drivers) (L.G., May, p. 237) (Returning Officer: J. D. Meredith).

3. Transport Drivers, Warehousemen and Helpers Union, Local 106, General Truck Drivers Union, Local 879, and General Truck Drivers Union, Local 938, of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicants, Overnite Express Limited, Hull, Que., respondent, and Canadian Transportation Workers' Union 192, N.C.C.L., intervener (L.G., Apr., p. 171). The Board directed that only the names of the three applicant unions appear on the ballot (Returning Officer: G. A. Lane).

## Applications for Certification Received

1. *Syndicat des Employés du Transport Provincial (CSN)* on behalf of a unit of employees of Quebec Central Transportation Co., Montreal, Que. (Investigating Officer: R. L. Fournier).

2. International Union of Operating Engineers, Local 115, on behalf of a

This section covers proceedings under the Industrial Relations and Disputes Investigation Act, involving the administrative services of the Minister of Labour, the Canada Labour Relations Board, and the Industrial Relations Branch of the Department.

unit of employees of General Enterprises Limited, Whitehorse, Y.T. (Investigating Officer: J. D. Meredith).

3. National Association of Broadcast Employees and Technicians on behalf of a unit of employees of Radio Lac Saint-Jean Limitée, Alma, Que. (radio station CFGT) (Investigating Officer: R. L. Fournier).

4. Chauffeurs, Teamsters and Helpers, Local 395, of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America on behalf of a unit of employees of Continental Trucking Ltd., Saskatoon, Sask. (Investigating Officer: C. Arthur Frey).

5. Building Service Employees International Union, Local 308, applicant on behalf of a unit of employees of Atomic Energy of Canada Limited at Pinawa, Man. (Investigating Officer: A. E. Koppel).

6. International Union of Operating Engineers, Local 115, on behalf of a unit of employees of Dawson Construction (Northern) Limited, Whitehorse, Y.T. (Investigating Officer: J. D. Meredith).

7. International Association of Machinists and Aerospace Workers on behalf of a unit of employees of Bristol Aviation Services, a Division of Bristol Aero-Industries Limited, employed at Dorval, Malton and Winnipeg airports (Investigating Officer: R. L. Fournier).

## Applications for Certification Withdrawn

1. Local 333, Bakery and Confectionery Workers' International Union of America, applicant, and Newfield Products Limited, Mont St. Hilaire, Que., respondent (L.G., May, p. 237).

2. Transport Drivers, Warehousemen and Helpers Union, Local 106, of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicant, and Martel Express Ltée, Farnham, Que., respondent (L.G., June, p. 307).



# Conciliation and Other Proceedings Before the Minister of Labour

During April, the Minister of Labour appointed Conciliation Officers to deal with the following disputes:

1. The Shipping Federation of Canada, Inc., Montreal, and International Longshoremen's Association (Locals 375, 1657, 1522, Montreal; Local 1846, Trois Rivières; and Locals 1739 and 1605, Quebec City) (Conciliation Officer: C. E. Poirier).

2. Canadian Coachways Ltd., Edmonton, Alta., and Division 1374 of the Amalgamated Transit Union (Conciliation Officer: D. S. Tysoe).

3. The Cumberland Railway Company (Sydney and Louisburg Division) and Lodge 684 of the Brotherhood of Railroad Trainmen (Conciliation Officer: D. T. Cochrane).

4. British Overseas Airways Corporation, Montreal, and International Union, United Automobile, Aerospace and Agricultural Implement Workers of America (UAW) (Conciliation Officer: C. E. Poirier).

5. Canadian Broadcasting Corporation, Vancouver, B.C., and Local 244 of the Building Service Employees' International Union (Conciliation Officer: D. S. Tysoe).

6. Baton Broadcasting Limited, Agincourt, Ont., and Toronto Newspaper Guild, Local 87 of the American Newspaper Guild (Conciliation Officer: T. B. McRae).

7. Robin Hood Flour Mills Limited, Montreal, and *Le Syndicat National des Employés de Robin Hood Flour Mills Limited (CSN)* (Conciliation Officer: C. E. Poirier).

8. The Bell Telephone Company of Canada, Directory Sales Department, Eastern Region, Montreal, and Local 57 of the Office & Professional Employees International Union (Bell Unit) (Conciliation Officer: C. E. Poirier).

9. The Hamilton Harbour Commissioners (harbour patrol group) and Local 958 of the Canadian Union of Public Employees (Conciliation Officer: T. B. McRae).

## Settlements by Conciliation Officers

1. National Harbours Board, Port of Halifax, and Local 1843 of the International Longshoremen's Association (Conciliation Officer: D. T. Cochrane) (L.G., June, p. 308).

2. Canadian Broadcasting Corporation, and National Association of Broadcast Employees and Technicians (TV studio watchmen, Montreal) (Conciliation Officer: C. E. Poirier) (L.G., June, p. 308).

3. Van Kam Freightways Ltd., Vancouver, B.C., and Locals 181 and 31 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: D. S. Tysoe) (L.G., June, p. 308).

4. Hill The Mover (Canada) Limited (Ottawa and Toronto branches), and Local 419 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: T. B. McRae) (L.G., May, p. 238).

5. Canadian Broadcasting Corporation, Vancouver, B.C., and Local 244 of the Building Service Employees' International Union (Conciliation Officer: D. S. Tysoe) (see above).

## Conciliation Boards Appointed

1. Polymer Corporation Limited, Sarnia, Ont., and Oil, Chemical & Atomic Workers International Union, Local 9-14 (L.G., June, p. 308).

2. H. W. Bacon Limited, Toronto, Ont., and Local 419 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (L.G., June, p. 308).

3. Quebecair, Inc., Rimouski, Que., and the International Association of Machinists and Aerospace Workers (hostesses, flight agents, and employees in the maintenance, traffic and operations departments) (L.G., June, p. 308).

4. Ogilvie Flour Mills Co. Limited, Montreal, and *Le Syndicat National des Employés de Ogilvie Flour Mills Co. Limited (CSN)* (L.G., June, p. 308).

5. Baton Broadcasting Limited, Agincourt, Ont., and National Association of Broadcast Employees and Technicians (L.G., May, p. 238).

6. Robin Hood Flour Mills Limited, Humberstone, Ont., and United Packinghouse, Food and Allied Workers, District No. 8 (L.G., May, p. 238).

7. Dominion Auto Transit Company Limited (Windsor and Chatham terminals), and Dominion Auto Carriers Limited (Oakville terminal), and Local

880 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (L.G., March, p. 102).

8. The Shipping Federation of Canada, Inc., Montreal, and International Longshoremen's Association (Locals 375, 1657, 1522, Montreal; Local 1846, Trois Rivières; and Locals 1739 and 1605, Quebec City) (see above).

9. Canadian National Railways, and Brotherhood of Railroad Trainmen (no Conciliation Officer previously appointed).

## Conciliation Boards Constituted

1. The Board of Conciliation and Investigation established in March to deal with a dispute between the St. Lawrence Seaway Authority (Operational and Maintenance Forces; Cornwall Headquarters Building Unit; and Welland Canal Twinning Project), and Canadian Brotherhood of Railway, Transport and General Workers (L.G., June, p. 309) was fully constituted in April with the appointment of F. J. Ainsborough of Toronto, as Chairman. Mr. Ainsborough was appointed by the Minister in the absence of a joint recommendation from the other two members of the Board, Alphonsus Bates of Point Claire, Que., and Francis K. Eady of Ottawa, who were previously appointed on the nomination of the company and union, respectively.

2. The Board of Conciliation and Investigation established in March to deal with a dispute between the major Canadian railways and the 55,000 non-operating employee union group (L.G., June, p. 308) was fully constituted in April with the appointment of Hon. Mr. Justice F. Craig Munroe of Vancouver, B.C., as Chairman. Mr. Justice Munroe was appointed by the Minister on the joint recommendation of the other two members of the Board, A. G. Cooper, Q.C., Halifax, and Harry S. Crowe, Ottawa, who were previously appointed on the nomination of the companies and unions, respectively.

3. The Board of Conciliation and Investigation established in March to deal with a dispute between the major Canadian railways and the 28,000 shopcraft employee union group (L.G., June, p. 309) was fully constituted in April

with the appointment of Hon. Mr. Justice F. Craig Munroe of Vancouver, B.C., as Chairman. Mr. Justice Munroe was appointed by the Minister on the joint recommendation of the other two members of the Board, A. G. Cooper, Q.C., Halifax, and Harry S. Crowe, Ottawa, who were previously appointed on the nomination of the companies and unions, respectively.

#### **Settlement before Board Constituted**

Northland Navigation Co. Ltd., Vancouver, B.C., and Seafarers' Inter-

national Union of Canada (Vancouver Branch) (L.G., June, p. 309).

#### **Settlement after Strike Action**

Motor Transport Industrial Relations Bureau of Ontario (Inc.) (certain member companies coming within federal jurisdiction), and Locals 879, 880, 938, 141 and 91 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America. Strike was considered settled on May 2 after acceptance vote by union membership of latest companies' proposals.

### **Scope and Administration of Industrial Relations and Disputes Investigation Act**

Conciliation services under the Industrial Relations and Disputes Investigation Act are provided by the Minister of Labour through the Industrial Relations Branch. The branch also acts as the administrative arm of the Canada Labour Relations Board in matters under the Act involving the board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944 and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certificates given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for controlling applications for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to

the Wartime Labour Relations Board to administer provisions concerning the certification of bargaining agents; the writing of provisions—for incorporation into collective agreements—that fix a procedure for the final settlement of disputes concerning the meaning or violation of such agreements; and the investigation of complaints referred to it by the minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported here under two headings: (1) Certification and Other Proceedings Before Canada Labour Relations Board and (2) Conciliation and Other Proceedings Before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax and St. John's, Newfoundland. The territory of four officers resident in Vancouver comprises British Columbia, Alberta and the Yukon and Northwest Territories; two officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and Northwestern Ontario; four officers resident in Toronto confine their activities to Ontario; five officers in Montreal are assigned to the province of Quebec, and a total of three officers resident in Fredericton, Halifax and St. John's represent the Department in the Maritime Provinces and Newfoundland. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.

### **Sunday Work**

*Continued from page 351*

which the mill is operating." A further increase of 5 cents an hour is to be granted on May 1, 1967.

In addition to the above increases amounting to 15 cents, Class A tradesmen were to receive five cents on May 1, 1965; on February 1, 1966, a further five cents; and another two cents on November 1, 1966. Another three cents was also to be granted tradesmen in Classes A, B and C, and to helpers, train crews and oilers on the Monday immediately preceding the first Sunday on which the mill was operating.

The agreement also contains the clause: "If because of legal requirements, the company is forced to abandon a regular continuous operations schedule, the general increases and the special adjustments to tradesmen and others . . . will no longer be in effect."

Two agreements signed in April between Domtar Pulp and Paper and the CNTU Pulp and Paper Workers' Federation, covering the company's kraft and boxboard divisions at East Angus and Windsor, Que., contain a provision that employees will receive an additional 15 cents an hour if the plants go on continuous operations.

In some agreements, special increases for tradesmen were either not mentioned or were not as large as those given above.

#### **Variation in Pay**

In some cases, the hourly rate is increased regardless of whether Sunday is worked or not, but the amount of the increase is smaller than when it applies only during periods of Sunday operation. Another variation is to pay an increased rate throughout the week, and time and a half for Sunday work.

The increase in the weekly wage bill brought about by Sunday operation is between 30 and 35 per cent throughout the industry, but conversion to continuous operation increases a mill's production by about 11 per cent. The increase in wage costs is about balanced by the 11 per cent increase in revenue, and the main advantage to the companies is that it enables orders to be filled more promptly, thus helping to keep customers satisfied during the present period of high demand.

Seven-day operation has been allowed in Newfoundland, New Brunswick, Ontario and British Columbia for some time; but in Ontario, only two mills have been operating continuously, the LABOUR GAZETTE has learned.



# Legal Decisions Affecting Labour

Supreme Court of Canada rules that the Labour Relations Board may vary certification and cease and desist orders under the general powers to vary or revoke Board's decisions

Ontario Court of Appeal rules that Ontario Arbitrations Act is not applicable to an arbitration under the federal Industrial Relations and Disputes Investigation Act

On January 25, 1966, the Supreme Court of Canada allowed a union's appeal from the judgments of lower courts and upheld the B.C. Labour Relations Board's orders that substituted a different employer for one originally named in a certification order and in cease and desist orders.

The Supreme Court held that the variation orders were within the Board's jurisdiction under the Board's general power to vary or revoke a former order in appropriate circumstances, and that this included the power to deal with cases not specifically provided for by the Labour Relations Act. Further, the Court held that, in issuing variation orders, the Board acted under a section of the Act which provided that its decision was final and conclusive. Therefore the Court had no right to inquire into the merits if the Board acted within its jurisdiction.

The Bakery and Confectionery Workers' International Union of America, Local 468, appealed the decision of the Court of Appeal of British Columbia (L.G., Dec. 1965, p. 1203), which upheld an order by Mr. Justice Sullivan of the British Columbia Supreme Court (L. G., June 1964, p. 499) in *certiorari* proceedings quashing four orders of the B.C. Labour Relations Board dated February 13, 1963. These orders were made under S. 65(3) of the B.C. Labour Relations Act.

## Summary of Facts

In his reasons for judgment, Mr. Justice Hall, who rendered the unanimous

decision of the Supreme Court of Canada, noted that the original orders, which the orders of February 13, 1963 purported to amend, were made on October 16, 1962 and November 8, 1962. The effect of the amendment in each case was to substitute White Lunch Limited as the employer named in each order in place of Clancy's Pastries Limited, which had gone into voluntary liquidation on November 24, 1962.

White Lunch Limited is a corporation engaged in the restaurant business. By itself or through related companies, it had operated both a bakery and retail outlets for bakery products. Clancy's Pastries Limited was incorporated on June 24, 1947. It was closely related to White Lunch Limited in that:

- (a) their shares were owned by the same individuals;
- (b) they had the same general manager and the same president;
- (c) their operations were inter-related as bakers, retail stores and restaurants.

From December 30, 1949 to September 18, 1962, the Cafeteria and Coffee Shop Employees Association had been certified as the bargaining authority for a unit of employees of Clancy's Pastries Limited. On September 18, 1962, the Labour Relations Board cancelled that certification upon being satisfied that the Association had ceased to represent the employees of the

unit. The Board's act terminated any collective bargaining agreement then in effect. Local 468 of the Bakery and Confectionery Workers' International Union of America thereupon applied to the Board on September 26, 1962, for certification for bakers employed by White Lunch Limited. On the same date, the Board notified the company that Local 468 had applied to be certified for a unit of employees in the bakery department at 124 West Hastings Street, Vancouver, B.C.

On October 1, 1962, solicitors acting on behalf of White Lunch Limited notified the Board that the company had no bakery department, that the bakery and the retail outlets were owned and operated by Clancy's Pastries Limited, and that the application should therefore deal with Clancy's Pastries Limited and not with the bakery department of White Lunch Limited. The Board thereupon notified Clancy's Pastries Limited on October 2, 1962 that Local 468 had applied to be certified for a unit of employees of Clancy's Pastries Limited, "being all employees employed in the bakery department at 124 West Hastings Street, Vancouver, B.C."

Apparently the original application for certification, of which White Lunch Limited was notified on September 26, was not withdrawn or abandoned. That application, and the notice given on October 2 to Clancy's Pastries Limited, were considered by the Board on October 16, 1962. The Board determined that the employees of Clancy's Pastries Limited, 133 W. Pender Street, Van-

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By the staff of Legislation Branch, Department of Labour.

couver, B.C., employed in the bakery department at 124 West Hastings Street, Vancouver, B.C., were a unit appropriate for collective bargaining, and therefore certified the Bakery and Confectionery Workers' International Union of America, Local 468, for the purpose of collective bargaining for all the employees of the unit.

After this, Local 468 requested Clancy's Pastries Limited to begin collective bargaining. Bargaining began and continued until November 24, 1962, when the employees were discharged.

Meanwhile, differences had arisen. On October 10, 1962, the Secretary of Local 468 complained to the Board under S. 4(2)(c) of the Labour Relations Act that Clancy's Pastries Limited was seeking, by intimidation, dismissal, threat of dismissal, and similar means to prevent the employees from organizing into a union. The Board heard this complaint and on November 8, 1962, pursuant to Section 7 of the Labour Relations Act, ordered Clancy's Pastries Limited to cease using coercion or intimidation of any kind that could have the effect of compelling or inducing any person to refrain from becoming, or continuing to be, a member of a trade union.

In the same period other conflicts arose. Two employees, the appellants, Salmi and Nielsen, complained to the Board that they had been discharged in contravention of S. 4(2)(d) of the Labour Relations Act. Their complaints were heard by the Board, which, also on November 8, 1962, and by two separate rulings, ordered Clancy's Pastries Limited to reinstate the employees, and to pay them a sum equal to the wages lost by reason of their discharge.

These three orders of November 8, and the certification order of October 16, 1962, were the orders that the Board amended on February 13, 1963.

The applications to amend were made after the Union and the employees discharged and reinstated became aware that Clancy's had gone into voluntary liquidation.

Next, Mr. Justice Hall reviewed the events related to the voluntary liquidation of Clancy's Pastries Limited.

When, in August 1962, Local 468 began to organize the employees in question into a bargaining unit, rumour gained credence that Clancy's Pastries Limited would go out of business. The solicitors for White Lunch Limited, in their letter to the Board of October 12, 1962, denied that any such step was being contemplated. Very soon after the certification order of October 16 was made, however, steps were taken to wind up the company's affairs. The resolution

to go into voluntary liquidation was passed by the shareholders of the company at a meeting on November 24, 1962. Yet, pursuant to the Companies Act, that meeting required the shareholders to have not less than 14 days' notice of the special resolution. Yet nothing was said about this impending voluntary liquidation when the parties were before the Board on November 8. Nothing was said to the employees about the company's going into liquidation when the employees were discharged on November 24. The first intimation the Board and the employees had of the liquidation proceedings was the solicitors' letter of December 13, 1962, in which the fact of being in liquidation was given as a defence to a complaint that the employees dismissed on November 24 had been discharged unlawfully.

After being advised of the company's liquidation, Local 468, along with the appellants, Salmi and Nielsen, applied to the Board to have the certification order of October 16 and the three orders of November 8 amended by substituting White Lunch Limited as the named employer.

The hearing of the Board to amend the orders was held February 13, 1963. The evidence presented included a T4-1960 Statement of Remuneration Paid, which indicated White Lunch Limited as Nielsen's employer, and a letter dated June 12, 1962 stating that Nielsen was an employee of White Lunch Limited. The same day, February 13, 1963, the Board made the orders substituting White Lunch Limited as the employer in each of the four orders in place of Clancy's Pastries Limited. Subsequently, these orders were quashed in *certiorari* proceedings by Mr. Justice Sullivan, and his ruling was upheld by the Court of Appeal of British Columbia.

### Jurisdiction to Vary Orders

In considering the appeal before the Supreme Court of Canada, Mr. Justice Hall stated that, if the Board had jurisdiction to issue the disputed orders of February 13, 1963, the Court would not inquire into the merits of the decisions made. This was so because S. 65, under which the Board purported to act, contains a privative clause which reads in part:

65(1) If in any proceeding before the Board a question arises under this Act as to whether (a) a person is an employer or employee; . . . (e) a person is or what persons are parties to a collective agreement; . . . the Board shall decide the question, and

its decision shall be final and conclusive.

The provisions of S. 65(3) read:

(3) The Board may, upon the petition of any employer, employers' organization, trade union, or other person, or of its own motion, reconsider any decision or order made by it under this Act, and may vary or cancel any such decision or order, and for the purposes of the Act the certification of a trade union is a decision of the Board.

The respondent company's main contention was that S. 65(3) of the Act did not give the Board jurisdiction to amend the orders previously made in the manner it did on February 13, 1962. It was argued that the provisions of the Labour Relations Act, being in derogation of the common-law rights, should be strictly construed. On the other hand, counsel for the Union argued that the Labour Relations Act was remedial legislation and should be liberally construed.

In considering these two approaches regarding the interpretation of the Labour Relations Act, Mr. Justice Hall stated:

Whatever merit the arguments of the respondent had at the beginning of labour relations legislation, it seems to me that in the stage of industrial development now existing, it must be accepted that legislation to achieve industrial peace and to provide a forum for the quick determination of labour-management disputes is legislation in the public interest, beneficial to employee and employer, and not something to be whittled to a minimum or narrow interpretation in the face of the expressed will of legislatures which, in enacting such legislation, were aware that common-law rights were being altered because of industrial development and mass employment which rendered illusory the so-called right of the individual to bargain individually with the corporate employer of the mid-twentieth century.

In the opinion of Mr. Justice Hall, the language of S. 65(3) is clear. The Board has been given power to vary or cancel any decision or order made under the provision of the section. In his view, the decision of the Supreme Court of Canada in the case of *Labour Relations Board v. Oliver Co-operative Growers Exchange* (L.G. 1963, p. 146) was applicable to the situation at bar. In that case, some nine union locals had been certified for a unit employed by 23 employers in 30 packing houses in the Okanagan Valley. The nine locals re-



solved to merge and became part of one new union under the name of Oliver Co-operative Growers Exchange. The new union applied, under S. 65(2) (now 65(3)) of the Labour Relations Act, to amend the certificate to substitute its name for that of the locals of the old union.

The Supreme Court ruled that variation of a certificate in the circumstances of this case was within the Board's jurisdiction. With reference to Mr. Justice Judson's judgment in the case referred to above, Mr. Justice Hall held that, in the situation at bar, the orders of February 13 were properly made. Every interested party had notice of the applications and was given an opportunity to be heard. Evidence presented showed that the employees in question had at all times been the employees of White Lunch Limited.

The Board had knowledge that the original application named White Lunch Limited as the employer, and that the substitution of Clancy's Pastries Limited as the employer in the subsequent proceedings came as the result of the solicitors' letter of October 1. The Board also had evidence of the move to put the Company into voluntary liquidation at the same time its officers—who were also president and general manager of White Lunch Limited—were purporting to be bargaining collectively under the order of October 16.

In the opinion of Mr. Justice Hall, the Board was free to act or not act on that evidence as it saw fit and, by statute, its decision is final and conclusive. Further, he stated that the Court would not and must not interfere in what has been done within the Board's jurisdiction, for, as stated by Lord Sumner in *Rex v. Nat Bell Liquors Limited* (1922) 2 A.C. 128 at p. 156, in so doing:

... it would itself, in turn, transgress the limits within which its own jurisdiction of supervision, not of review, is confined. That supervision goes to two points: one is the area of the inferior jurisdiction and the qualifications and conditions of its exercise; the other is the observance of the law in the course of its exercise.

Mr. Justice Hall also pointed out that Mr. Justice Bull, in the Court of Appeal, dealing with the present case, recognized the wide effect of S. 65(3) when he said:

It is clear that Section 65(3) confers the power to vary or cancel a former order or decision in appropriate circumstances, that this power is intended to cover situations which are not specifically dealt with in the statute, and that the Board is not restrict-

ed merely to the facts as they existed when the original order or decision was made: *Re Hotel and Restaurant Employees' International Union, Local 28 et al.* (1954) 11 W.W.R. (N.S.) 11; *Regina v. Ontario Lab. Rel. Bd.; Ex parte Genaire Ltd.* (1958) O.R. 637 approved on appeal (1959) 18 D.L.R. (2d) 588.

Similarly, it is well-established law that when there is a privative clause such as Section 65(1), the Court in *certiorari* proceedings is restricted to determining whether or not the tribunal, in this case the Board of Labour Relations, acted within its jurisdiction, including matters such as denial of natural justice, bias, fraud, etc., or whether there is error on the face of the record. In the disposition of issues within its jurisdiction, the Board's decision, including certification of a trade union, is not open to judicial review, unless the Court determines that the Board's error goes to jurisdiction as opposed to an error within its jurisdiction. The decision of the Board as to who are employees and who are employers is a finding solely within the jurisdiction of the Board and is "final and conclusive" and not open to judicial review: *Labour Relations Board et al. v. Traders' Service Ltd.* (1958) S.C.R. 672.

Mr. Justice Hall noted, however, that Mr. Justice Bull limited the effect of S. 65(3) by holding that the word "vary" in the section "cannot be used as an excuse for bringing retroactively into being a new unit of employees for which the union stands certified . . ." Mr. Justice Hall disagreed with this interpretation. He could not read the Section as narrowing the plain meaning of the word "vary". He pointed out that this word is defined in the Shorter Oxford Dictionary as: "to cause to change or alter; to adapt to certain circumstances or requirements by appropriate modifications." Nor did he accept the view that the word "vary" could not apply retroactively. In his view, its meaning is not as limited as this; and circumstances will frequently arise where it must have a retroactive effect. The case at bar was a classical example.

### Supreme Court Decision

The Supreme Court of Canada held unanimously that the Board had jurisdiction to entertain the application to vary; that nothing in the record or in the affidavits showed that it lost jurisdiction for any of the reasons which the law recognizes as ousting jurisdiction, i.e., bias, interest, fraud, denial of natural justice or want of qualification. The

Supreme Court allowed the appeal and upheld the validity of the four amending orders issued by the Board on February 13, 1963, pursuant to Section 65(3) of the B.C. Labour Relations Act. *Bakery and Confectionery Workers International Union of America, Local 468 et al. v. White Lunch Limited et al.*, CCH, Canadian Labour Law Reporter, para. 14,110; (1966) 55 W.W.R. Part 3, p. 129.

### ONTARIO COURT OF APPEAL

On November 11, 1965, the Ontario Court of Appeal dismissed appeals from four orders of Mr. Justice King of the Ontario High Court dismissing applications for the appointment of arbitrators under Section 8 of the Ontario Arbitrations Act. The Court of Appeal held that the federal Act constituted a complete code for the settlement of industrial disputes that come within its jurisdiction, and that provisions are made therein for remedies available to an aggrieved party where the other party violates any provisions of the Act. Consequently, resort to the provincial statute is unwarranted. As the federal Industrial Relations and Disputes Investigation Act provides not only for the enforcement of provisions of the collective agreement, but also for a means of correcting any deficiency in the agreement, the Ontario Arbitrations Act is not applicable.

### Circumstances of the Dispute

Local 91 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America was certified on July 27, 1964, by order of the Canada Labour Relations Board, as bargaining agent for the employees of Taggart Service Limited, a company operating a trucking business in the provinces of Ontario and Quebec. Following the certification order, the union and the company became bound by the terms of a collective agreement dated March 1, 1963, as amended by an order of the Canada Labour Relations Board, dated November 16, 1964.

The agreement provided that, when a dispute arises between an employee and the company, or between the union and the company, a board of three arbitrators shall be appointed, one to be selected by each party to the agreement and the third to be selected by the two so appointed. Certain disputes having arisen, the union and some employees concerned appointed a nominee to a board of arbitration in each case, but the company failed to do so. Neither the collective agreement nor the Industrial Relations and Disputes Investigation Act—the Act that governed the parties



since the company was the operator of a trucking business in Ontario and Quebec—provided for the appointment of an arbitrator if either party failed or refused to appoint one. Applications were made to a judge of the High Court for orders under the Ontario Arbitrations Act appointing an arbitrator in each of the cases. These applications were dismissed on the ground that resort could not be had to the Arbitrations Act but must be confined to the Industrial Relations and Disputes Investigation Act. Upon appeal, the issue before the Court of Appeal was whether the provisions of S. 8(2) of the Arbitrations Act—empowering a judge to appoint an arbitrator in default of appointment by one of the parties—apply to an arbitration arising out of collective agreements entered into under the Industrial Relations and Disputes Investigation Act.

There were four appeals in the case at bar. One was by two members of Local 91, acting on behalf of all members of the Local, and the other three were by individuals.

The appellants submitted, as they did before Mr. Justice King of the Ontario High Court, that the Ontario Arbitrations Act is procedural legislation, which may be invoked to enforce a right created by federal law; and that, unless it is considered to be such, the provisions regarding arbitration in the federal Act, under the circumstances of the case at bar, become meaningless.

### Federal Jurisdiction

Mr. Justice McGillivray, rendering the judgment of the Court of Appeal, noted that the parties concerned accepted the fact that the industrial relations between the company and its employees were matters which fell within the exclusive legislative jurisdiction of Parliament (ss. 91(29) and 92(10) (a) of the B.N.A. Act). It was pursuant to such powers that the federal Industrial Relations and Disputes Investigation Act was passed. When the scope of the Act was discussed by all members of the Supreme Court of Canada in *Re Validity of Industrial Relations and Disputes Investigation Act* (L.G. 1955, p. 952), Mr. Justice Rand stated: "The jurisdiction to exercise the machinery provided by the Act must include the power to adjust, compulsorily if necessary, the civil rights involved."

Provisions of the Industrial Relations and Disputes Investigation Act relevant to the appeals at bar were: Ss. 2(1) (d), (h), 18, 19(1), (2), (3), 42, 44, 46, under Part I of the Act, and, in Part II, s. 53(h).

In the opinion of Mr. Justice McGillivray, the question before the

Court had to be answered from an examination of the provisions of the Industrial Relations and Disputes Investigation Act, particularly those mentioned above. If the federal Act included in its provisions a means to provide a remedy when a party to a collective agreement failed to appoint a nominee to a board of arbitration, there could be no grounds for seeking recourse to a provincial statute. Only if the Act did not so provide does the question arise whether the application to appoint an arbitrator by the court under the provincial Arbitrations Act concerns a matter procedural or substantive in its nature.

### Complete Code Provided

In the opinion of Mr. Justice McGillivray, Section 19 of the Industrial Relations and Disputes Investigation Act is both comprehensive and clear, and provides a complete code for the settlement of industrial disputes that come within its jurisdiction. Section 19(1) stipulates that the collective agreement shall contain a provision for a final settlement, without stoppage of work, of all differences between the parties or persons bound by the agreement; s. 19(2) specifies that where an agreement fails so to provide, the Board, upon an application by either party, may prescribe a provision for such purpose; and s. 19(3) provides that all parties shall comply with the provisions of final settlement.

Further, Mr. Justice McGillivray stated that the union believed the collective agreement of March 1, 1963 did not set out provisions for final settlement of union grievances as distinct from employees' grievances, and therefore applied to the Board for a term to be inserted in the collective agreement to make this adjustment. The application was granted by the Board on November 16, 1964 and an order was made to insert such a term in the agreement.

According to Mr. Justice McGillivray, the union could ask for a further amendment to provide for appointment of an arbitrator by the Board, or by the Minister, where either party failed, upon request, to do so. But the recourse of the parties under the Industrial Relations and Disputes Investigation Act is not limited to s. 19 alone. Section 44(1) provides that any person claiming to be aggrieved because of an alleged violation of any provision of the Act may make a complaint to the Minister, who may authorize prosecution of the offending party under s. 46(1). In fact, such an application was made relating to the complaints of the appellants, Etmanski,

Brule, Wynn and McKinnon, and summonses on their behalf had been issued, and the matter was pending in Magistrate's Court. Further, s. 67(c) of the Act gives the Governor in Council the power to make regulations "generally for carrying any of the purposes or provisions of this Act into effect."

In the opinion of Mr. Justice McGillivray, the parties to the appeals at bar were not without recourse to a remedy under the Industrial Relations and Disputes Investigation Act, and the Act itself contained provision for the enforcement of provisions of the collective agreement, and, where this agreement proves deficient in any respect, means are provided for its correction. In other words, the federal Act provides completely for final settlement of all differences between the parties, thus obviating the need for work stoppages.

### Provincial Legislation Not Applicable

Further, Mr. Justice McGillivray stated that the provisions in the Act for compulsory arbitration of differences between those bound by the terms of the collective agreement were substantive in character rather than procedural. Such provisions relate to the very purpose and intention of the Act. A reading of the Act as a whole, including those sections regarding certification, strikes and lock-outs, confirms this view.

In the opinion of Mr. Justice McGillivray, it was unrealistic to decide, in the light of these facts, that some part of the arbitration process is nevertheless procedural in character and that relief can be sought under a provincial enactment; therefore, no relief could be granted on those grounds. The issue at bar was one that is exclusively within the jurisdiction of the Parliament of Canada, and the hesitance of Parliament to legislate to the limit of its powers does not confer on a provincial Legislature the right to do so. In this respect, Chief Justice Rinfret of the Supreme Court of Canada in *Re Minimum Wage Act of Saskatchewan* (L.G. 1948, p. 631) stated:

Postal Service is exclusively within the jurisdiction of the Parliament of Canada, and any encroachment on the subject by provincial legislation must be looked upon as being *ultra vires*, whether Parliament has or has not dealt with the subject by legislation.

Mr. Justice McGillivray added that provincial legislation could, by reference or adoption, be made a part of this federal Act. But Parliament has not seen fit to do so. On the contrary, it has made it sufficiently clear, in the sections re-



ferred to, that all controversial issues between the parties are to be settled under the direction of its Act and the Board established thereunder.

Further, Mr. Justice McGillivray pointed out the difficulties that would arise if the Court would allow the appeals at bar. Were it possible to refer to the individual arbitration Acts of the provinces, there would be no uniformity

in the administration of the Industrial Relations and Disputes Investigation Act.

#### **Decision of the Court of Appeal**

The Court of Appeal dismissed the appeals and upheld the decision of the Ontario High Court, to the effect that the Ontario Arbitrations Act is not applicable to the arbitration proceedings

under the federal Industrial Relations and Disputes Investigation Act.

*Re Etmanski and Taggart Service Limited; Re McKinnon and Taggart Service Limited; Re Wynn and Taggart Service Limited; Re Etmanski et al. and Taggart Service Limited* (1966) 54 D.L.R. (2d) Part 3, p. 210; CCH, Canadian Labour Law Reporter, Para. 14,099.

## **Recent Regulations, Federal and Provincial**

Quebec, Nova Scotia and Prince Edward Island amend minimum wages

Manitoba issues new wage schedules for construction industry

Alberta revises construction safety rules

An order respecting industrial radiography operations, and amendments to the regulations for ships' officers and crews were issued by the federal Government.

In Nova Scotia, minimum hourly rates were increased by 5 cents, effective from June 1.

In Prince Edward Island, a new minimum wage order for men increased the general minimum from \$1 to \$1.10 an hour.

In Manitoba, three new wage schedules for the construction industry went into force on May 1, increasing rates for some occupations.

Comprehensive new safety regulations for the construction industry were issued by the Alberta Workmen's Compensation Board.

### **FEDERAL**

#### **Atomic Energy Control Act**

The Atomic Energy Control Board has made an Order Respecting Industrial Radiography Operations, which was gazetted on March 23 as SOR/66-128.

The Order provides that no person may perform an industrial radiography operation using a radioactive prescribed substance unless he:

(a) has been certified as a junior industrial radiographer or a senior industrial radiographer in accordance with the provisions of the current

Standard for Certification of Industrial Radiographic Personnel, issued as Standard 48-GP-4 by the Canadian Government Specification Board; or

(b) is working under the direct supervision of a person who has been so certified as a junior or senior industrial radiographer.

At least one certified senior industrial radiographer must be employed at each place of business at, or from which, industrial radiography operations involving the use of more than two sources of radioactive prescribed substances at one time are carried out.

The Board may grant exemptions from these provisions.

#### **Financial Administration Act**

The regulations under the Financial Administration Act governing ships' officers and crews employed on ships owned or chartered by the federal Government were amended to bring provisions respecting holidays and vacations into line with those in the Canada Labour (Standards) Code.

The new provisions were gazetted on April 13 as SOR/66-159 and SOR/66-161.

### **ALBERTA**

#### **Boilers and Pressure Vessels Act**

Amendments to the regulations under the Alberta Boilers and Pressure Vessels

Act governing the design, fabrication and installation of boilers and pressure vessels were gazetted as Alta. Reg. 52/66 on February 15, and went into force on the date of publication.

Among other changes, the section listing the standards governing the design, construction and inspection of boilers and pressure vessels and attachments was amended to adopt the latest editions of certain C.S.A., A.S.A. and T.E.M.A. codes adopted earlier. Two new codes were also added—A.S.A. B.31.3—1962, *Petroleum Refinery Piping* and A.S.A. B.31.5—1962, *Refrigeration Piping*.

Designs for proposed boilers and pressure vessels must now be registered in accordance with the latest edition of the C.S.A. code for boilers and pressure vessels (B.51-1965). Similarly, welding procedures must also be approved and registered in accordance with this edition of the code.

Refrigeration plants not exceeding 50 tons are now included among the plants exempted from the requirement to register designs, unless ordered by the Chief Inspector.

Some new classes of pressure vessels have been exempted from the provision requiring the annual registration of all boilers and pressure vessels in operation.

#### **Workmen's Compensation Act**

New construction safety regulations issued by the Alberta Workmen's

Compensation Board went into force on March 1.

Before the final draft was published, the Board had consultations with representatives of more than 200 employer associations and labour groups. It also considered specifications and safe practices recommended by such groups as the National Safety Council.

The new regulations are quite comprehensive. One, Alta. Reg. 62/66, applies to building, construction and demolition; the other, Alta. Reg. 63/66, covers trenching, excavating, tunnelling and shaft sinking.

The two sets of regulations have a number of common provisions, some of which are similar to provisions in new safety rules issued within the past year for gas and oil wells and for grain elevators, flour mills and related plants (L.G. Dec. 1965 p. 1207; June 1966 p. 312). Among other matters, these provisions lay down the responsibilities of employers, supervisors and workmen for safety in the workplace; specify the personal protective equipment to be provided by employers, and set out standards for safety belts and nets and for breathing and rescue equipment. Other matters covered include: first aid, transportation of workmen, machinery and mobile equipment and winching operations. There are also general safety precautions and housekeeping rules.

Besides the more general provisions referred to above, the new regulations include detailed technical provisions designed to protect construction workers against particular hazards. For example, the regulations governing building, construction and demolition lay down general rules for material hoists as well as specific requirements for tower and shaft hoists, chimney hoists used to raise or lower workmen, roofers' hoists and portable hoists.

In addition to a number of general rules for scaffolds covering such matters as design, grade of lumber, handrails, planks, etc., these regulations set specific standards for 10 types of scaffolds.

Three other sections deal with boat-swain chairs, suspended cages and elevated cages mounted on mobile equipment. One of the new provisions makes it compulsory for a person working in a boatswain chair or a suspended cage to wear a safety belt attached to a life-line.

Other sections of these regulations specify the precautions to be observed with respect to temporary floors and temporary heating devices.

The safety measures to be taken when demolition work is carried on include:

- the removal of all glazed sash and

doors and other glass before work is started;

- disconnection of all utilities prior to demolition;
- fencing of areas where material is being dropped and the posting of warning signs around such areas.

A section of the regulations governing trenching, excavating, tunnelling and shaft sinking is intended to protect workmen against cave-ins. One provision stipulates that, in trenches five feet or more in depth, temporary protective structures must be installed or the walls of the trench must be cut back.

Whenever temporary protective structures are required in trenches more than 20 feet deep, they must be designed by a professional engineer with an Alberta licence. Also, the structure must be used in accordance with the engineer's specifications.

Upon request, an employer must submit the design and specifications of any temporary protective structure for approval.

Standards for shoring and bracing of trenches 20 feet or less in depth are contained in two tables, one applicable to trenches not more than 42 inches wide and the other to wider trenches. In these tables, minimum lumber sizes and maximum spacing requirements are specified. Three types of soil are also taken into account—hard solid soil, soil likely to crack and crumble, and sandy or loose soil.

These regulations also contain special safety rules for tunnels and shafts and for bell hole operations.

## BRITISH COLUMBIA

### Civil Service Act

An average work week of 40 hours was established for employees of the British Columbia Ferry Authority who are not classified as clerical or administrative workers. Working hours may be distributed throughout the year by the Authority on a shift basis, in accordance with the traffic requirements of the service.

Issued under the Civil Service Act, the new regulation was gazetted on March 3 as B.C. Reg. 47/66.

## MANITOBA

### Construction Industry Wages Act

Three new schedules under the Construction Industry Wages Act fixing minimum wages and standard weekly hours for construction workers in Manitoba went into force on May 1, replacing schedules issued last year. One applies to the heavy construction industry, one to building construction in

Greater Winnipeg, and the third to building construction in rural Manitoba.

*Heavy Construction.* As before, the schedule for the heavy construction industry (Man. Reg. 32/66) applies throughout the entire province. It sets only five rates, four of which are higher than those in last year's schedule.

The rate for crane operators hoisting on building construction and demolition has been increased from \$2.25 to \$2.50 an hour. Mechanics and welders working on heavy equipment and dragline, shovel, backhoe, clamshell, grade-all and piledriver operators, must now be paid at least \$2.05 an hour.

The minimum for operators of equipment and tractors with attachments not otherwise specified is now \$1.75 an hour. This rate also applies to truck drivers, except those hauling materials to the work site.

The rate for labourers and other persons working in unclassified jobs has been increased by 15 cents to \$1.55 an hour. The minimum for watchmen and flagmen remains \$1.05 an hour.

The above minimum rates are again based on a standard work week of 60 hours, and time and one-half the regular rate must be paid for all hours worked in excess of the weekly limit. During the period from November 1 to April 30, however, the standard work week in Metropolitan Winnipeg will be 48 hours instead of 60.

*Building Construction—Greater Winnipeg.* The new schedule for employees in building construction in Greater Winnipeg (Man. Reg. 34/66) sets rates for 21 occupational categories, some with sub-divisions, including certified tradesmen and their helpers, skilled and unskilled labourers, and watchmen and flagmen. The regular work week is 40 hours, except for four categories.

Most rates are higher than those in last year's schedule. A minimum of \$3.40 an hour is set for journeymen electricians, with provision for an increase to \$3.55 an hour on November 1, 1966. The minimum for journeymen plumbers, pipefitters and welders, and for millwrights is \$3.39 an hour, increasing to \$3.48 an hour on November 1, 1966. Minimum hourly rates for bricklayers and stonemasons, for plasterers and for journeymen painters, decorators and paperhangers are now \$3.20, \$3.00 and \$2.60, respectively.

Rates for skilled labourers are \$2.15, \$2.25 or \$2.35 an hour, depending on the type of work performed, and are to be increased by 5 cents on September 1. The minimum for general construction labourers is \$2.05 an hour, increasing to \$2.10 an hour on September 1. Men



whose jobs are not classified are to receive at least \$1.65 an hour. All of these rates are based on a regular work week of 42½ hours.

Watchmen and flagmen must now be paid \$1.15 an hour instead of \$1.05, and they are now deemed to have a regular work week of 48 hours, and are therefore entitled to overtime for any excess hours worked.

A new feature is that special rates are now set for students employed during the summer season (May 1 to September 15). Students over 18 years must be paid not less than \$1.50 an hour, with a minimum of \$250 a month. Those under 18 years are to receive at least \$1.25 an hour, with a minimum of \$200 a month. These rates are based on a regular work week of 40 hours, and are payable only if the employer has registered the students with the Department of Labour within 14 days of beginning of employment. The regulations further provide that regular construction employees are not to be replaced by students employed at the reduced rates.

*Building Construction—Rural Manitoba.* The rural building construction wage schedule (Man. Reg. 31/66) is in two parts.

Part I, which applies in all sections of rural Manitoba except the cities of Brandon, Flin Flon and Portage la Prairie, provides for only three rates for all crafts or occupations—\$1.85 an hour for journeymen, \$1.55 an hour for helpers and \$1.35 an hour for labourers. These rates, which are 10 cents higher than last year's, are again based on a standard work week of 48 hours.

Part II, which applies to building construction employees in Brandon, Flin Flon and Portage la Prairie, again fixes rates on an occupational basis. This year, however, rates are set for 14 categories instead of 20, and there are fewer sub-divisions.

Rates again range from \$2.90 an hour for bridge and structural iron workers to \$1.05 an hour for watchmen and flagmen, but some minimums have been increased. The minimum for bricklayers has been raised from \$2.45 to \$2.80 an hour, and the minimum for journeyman sheet metal workers from \$2.25 to \$2.50 an hour. The rate for carpenters and for certified painters, decorators and paperhangers is now \$2.45 an hour. The rate for building labourers and for men whose jobs are not classified has been increased by 5 cents to \$1.50 an hour.

All of the rates in Part II, including those for watchmen and flagmen, are based on a standard work week of 48 hours.

A new provision now permits the regular work week to be extended in work camps under certain conditions. If a work camp has been established and the construction workers employed therein do not have ready access to their homes, the Department of Labour, upon application by the management of the project and with the consent of the employees concerned, may permit employees in the camp to work up to 60 hours in a week at straight-time rates.

## NOVA SCOTIA

### Minimum Wage Act

In Nova Scotia, amendments to the general minimum wage order and the three occupational orders increased hourly rates by 5 cents, effective from June 1, 1966.

The minimum hourly rates now in effect are summarized below.

#### General Minimum Wage Order

	Zone 1A	
	Male	Female
Experienced		
17 years of age and over	1.10	.85
Inexperienced		
17 years of age and over; and persons from 14th birthday until 17th birthday	.95	.70
Zone 1B		
Experienced		
17 years of age and over	1.00	.75
Inexperienced		
17 years of age and over; and persons from 14th birthday until 17th birthday	.85	.60
Zone 11		
Experienced		
17 years of age and over	.90	.65
Inexperienced		
17 years of age and over; and persons from 14th birthday until 17th birthday	.75	.50

#### Order for Beauty Parlours

	Zone 1A	
	Rate per Hour	
Experienced		.85
Inexperienced		
First 3 months	No set rate	
Second 3 months		.35
Third 3 months		.60
Zone 1B		
Experienced		.75
Inexperienced		
First 3 months	No set rate	
Second 3 months		.30
Third 3 months		.55

## Zone 11

Experienced	.65
Inexperienced	
First 3 months	No set rate
Second 3 months	.30
Third 3 months	.45

Note: Zone boundaries are the same in the general order and in the order for beauty parlours. Zone 1A consists of Halifax-Dartmouth and surrounding area (10-mile radius) and Sydney and surrounding area (10-mile radius). Zone 1B consists of New Glasgow and surrounding area (10-mile radius); Truro, Amherst and Yarmouth and surrounding area (5-mile radius). Zone 11 consists of all parts of the province not included in Zones 1A and 1B.

#### Order for Logging and Forest Operations

Time workers ..... \$1.05 an hour

#### Order for Road Building and Heavy Construction

All employees ..... \$1.10 an hour

## ONTARIO

### Apprenticeship and Tradesmen's Qualification Act

New regulations governing the training and certification of electricians were gazetted as O. Reg. 72/66 on April 2, replacing regulations issued in October 1964.

In these regulations, the electrical trade is again designated as a certified trade; which means that certificates of qualification continue to be compulsory for persons engaged in this trade. A newcomer to the trade must register as an apprentice within three months.

The trade is now divided into two branches instead of three—Branch 1, the trade of a construction and maintenance electrician; and Branch 2, the trade of a domestic and rural electrician.

For purposes of these regulations, a construction and maintenance electrician means a person who lays out, assembles, installs, repairs, maintains, connects or tests electrical fixtures, apparatus, control equipment and wiring for systems of alarm, communication, light, heat or power in buildings or other structures.

A domestic and rural electrician is a person who performs the work of an electrician in the construction, erection, repair, remodelling or alteration of houses, multiple dwelling buildings with six or fewer units, or farm buildings, or who does maintenance work on electrical equipment in such structures.

While attending full-time educational day classes at a Provincial Institute of Trades, apprentices must take the prescribed courses, the details of which are set out in Schedule 1, or an equivalent

course of training and instruction approved by the Director of Apprenticeship. The practical courses to be given by employers are set out in Schedule 2.

The term of apprenticeship consists of five periods of 1,800 hours each in the construction and maintenance electrician branch of the trade, and four such periods in the domestic and rural electrician branch. In each case, a period will be reduced to 1,600 hours, if an apprentice holds a Grade 12 Secondary School Graduation Diploma.

An electrician who holds a certificate of qualification in the domestic and rural electrician branch is entitled to a certificate of qualification in the construction and maintenance electrician branch upon completion of an additional 2,000 hours of training and instruction, which must include a course of study approved by the Director.

The minimum starting rate for an apprentice electrician is 40 per cent of the wages payable to a journeyman employed by the same employer in the same branch of the trade, and with whom the apprentice is working. This rate must be increased by 10 per cent in each period to 80 per cent during the fifth period of training and instruction. While taking the additional training required to qualify for a certificate in the other branch of the trade, a domestic and rural electrician must be paid not less than 80 per cent of the wages payable to a construction and maintenance electrician.

Other rules governing apprentice electricians are laid down in the general regulations applicable to all apprenticeable trades (O. Reg. 279/64).

As previously noted, certificates of qualification are compulsory in both branches of the trade. A certificate must be renewed annually. A person who previously qualified as a construction electrician or as a maintenance electrician under the previous regulations will be deemed to be the holder of a certificate of qualification in the construction and maintenance branch of the trade.

Neither the Act nor the new regulations apply to persons permanently employed in an industrial plant at a limited purpose occupation in the electrical trade.

### **Minimum Wage Act**

In Ontario, employees of small telephone companies with fewer than 300 subscribers were exempted from the general minimum wage order by Ont. Reg. 101/66, gazetted on April 23. As a result, such employees are not entitled to the \$1-an-hour minimum wage now in

effect in almost all industries and occupations in the province.

## **PRINCE EDWARD ISLAND**

### **Male Minimum Wage Act**

A new general minimum wage order for men issued by the Prince Edward Island Labour Relations Board raised the minimum wage from \$1 to \$1.10.

In addition to fixing a higher minimum wage, the new order provided for an extension of coverage. Unlike the previous order, which exempted persons under 21 years, the new order applies to employees 18 years and over. It also covers all civil servants who are eligible for membership in the Civil Service Association.

The following classes of employees continue to be exempted: persons employed in farming and fishing; workers engaged in the grading, bagging or packing of potatoes on farm premises; students employed during the school term and outside regular school hours; registered apprentices; and persons whose wages are fixed by an existing collective agreement under the Trade Union Act or the Industrial Relations Act.

Some exceptions from the general standard are again provided. The minimum for male employees in food processing plants has been increased by 10 cents to 90 cents an hour. A lower minimum wage is also payable to handicapped employees who are receiving financial assistance by reason of their disability. Such persons must, however, receive a wage that, together with the assistance, will be the equivalent of the prescribed minimum wage.

The 60-day probationary period has also been continued. Employers are not obliged to pay the minimum wage to new employees, other than seasonal or casual workers, until 60 days from the date of hiring.

The new order, which was approved by Minute in Council No. 230/66 on March 29, was gazetted on April 2 and went into force two weeks from date of publication.

## **QUEBEC**

### **Industrial and Commercial Establishments Act**

The regulations under the Industrial and Commercial Establishments Act respecting construction yards and trenches were amended by a new provision requiring the labelling of safety helmets.

Previously, the regulations had made it compulsory for all persons working on construction or demolition sites for public buildings, industrial establishments, and in trench excavations four feet or

more in depth, to wear safety helmets made of an approved material.

The new regulation provides that, effective June 1, 1966, all safety helmets sold in Quebec must bear a label certifying that the Canadian Standards Association's laboratories have verified that they have been manufactured in compliance with standards set by the relevant C.S.A. Code (Z94.1) and the Quebec Department of Labour.

The new regulation was approved by O.C. number 571 and was gazetted April 23, 1966.

### **Minimum Wage Act**

The Minimum Wage Commission has amended Order 4, 1965, the general minimum wage order issued last September, (L.G. Nov. 1965, p. 1098) with respect to overtime, call-in pay, pay statements and records.

The general overtime standard remains one-and-a-half times the "going" rate for all hours in excess of 48 in a week, but there are more exceptions than formerly. One change is that the Commission has reverted to a policy followed before the last revision, and has exempted employees with a weekly wage in excess of the prescribed limits.

Employees paid by the week, fortnight, month or year are now exempted if they receive at least \$70 a week in Zone I and \$60 in Zone II; other employees are exempted if their normal weekly wage is at least \$80 in Zone I and \$70 in Zone II.

The following other classes of employees are excluded from the overtime provisions; watchmen and security guards; persons employed in fish processing plants; and seasonal workers engaged in the packing and freezing of perishable fruits and vegetables. Employees presently governed by a collective agreement providing for a normal work week in excess of 48 hours are also excluded until the agreement expires.

The provisions respecting pay statements and records have also been amended to take into account the changes in the overtime requirements. Employers are no longer obliged to record the number of regular and overtime hours worked by employees paid by the week, fortnight, month or year who receive at least \$70 a week in Zone I and \$60 in Zone II, nor to show these particulars on earnings statements.

The call-in pay provision also has been amended. It now provides that employees who report for work in response to a call from the employer are entitled to at least three hours' pay at the minimum rate, except students working part time.



## April Placements Decrease by 8.2 Per Cent From Total In Same Month Last Year

In April 1966, local offices of the National Employment Service reported 86,900 placements, a decrease of 8.2 per cent from the number in April 1965. The month of April this year had one less working day than April 1965, and this factor, along with a reduced number of placements on projects under the Municipal Winter Works Incentive Program in the Quebec region, was reflected in the national total.

The regional distribution of placements during April 1966, and the percentage changes from April 1965, were:

Atlantic	6,000	-12.6
Quebec	23,700	-20.0
Ontario	28,700	- 5.0
Prairie	17,800	- 1.0
Pacific	10,800	+ 6.8
CANADA	86,900*	- 8.2

Regular placements (those where employment is expected to last for more than six working days) totalled 65,900, a decrease of 8.0 per cent from the April 1965 total. The ratio of regular placements to total placements, however, increased fractionally.

The cumulative total of all placements for the first four months of 1966 was 332,700. This was the second highest figure for the period since 1945 and a decrease of only 0.5 per cent from the record total in the same period last year. Regional distribution of cumulative totals and the percentage changes from 1965 were:

Atlantic	22,800	- 1.6
Quebec	89,600	-12.3
Ontario	115,300	+ 0.9
Prairie	62,000	+ 6.9
Pacific	42,900	+17.1
CANADA	332,700*	- 0.5

Placements of male workers amounted to 62,100, a decrease of 8.3 per cent

from the number in April 1965. The largest part of the decrease in regular placements of men occurred in the Quebec region; increases were recorded

in the Prairie and Pacific regions. Regional distribution of monthly and cumulative male placements, and the percentage changes from 1965 were:

	April 1966		Jan.-April 1966	
Atlantic	4,300	- 8.6	16,400	+ 0.3
Quebec	17,800	-21.5	64,500	-13.7
Ontario	19,400	- 6.7	75,700	- 2.8
Prairie	13,000	+ 2.5	43,600	+11.3
Pacific	7,700	+11.0	31,400	+23.3
CANADA	62,100*	- 8.3	231,400	- 0.8

Female placements totalled 24,800, a decrease of 8.1 per cent from the April 1965 total; all regions reported fewer placements. More than half the decrease,

however, was in casual placements. The April distribution of female placements and the percentage changes from 1965 were:

	April 1966		Jan.-April 1966	
Atlantic	1,700	-21.3	6,500	- 6.0
Quebec	5,900	- 8.6	25,100	- 8.6
Ontario	9,300	- 1.0	39,700	+ 8.6
Prairie	4,900	- 9.5	18,500	- 2.1
Pacific	3,000	- 2.7	11,500	+ 3.0
CANADA	24,800	- 8.1	101,200*	+ 0.3

Placements involving more than one area (transfers-out) totalled 3,300, an increase of 100 from the number in April 1965. The proportion of such placements to all placements increased from 3.3 per cent in April 1965 to 3.8 per cent in April of this year. During the period January to April 1966, such placements totalled 12,800, an increase of 9.4 per cent from the total during the comparable period of 1965. Regional distribution of transfers-out in April, together with the total for the first four months, was:

	April 1966	Jan.-April 1966
Atlantic	300	1,100
Quebec	700	3,400
Ontario	900	3,900
Prairie	300	1,100
Pacific	900	3,300
CANADA	3,300*	12,800

Employers notified the local offices of the National Employment Service of 123,800 vacancies during April 1966. This was a decrease of 5.9 per cent from the number in April 1965 but an increase of 3.1 per cent over the average for the month during the past five years.

Vacancies for men, at 84,300, decreased by 5.5 per cent and vacancies for women, 39,400, by 6.9 per cent from the totals in April 1965. The cumulative total of vacancies for the first four months of the year, however, was 455,300, an increase of 1.1 per cent over last year's corresponding total. This was the highest number recorded for any comparable period since 1947, and was 15.8 per cent higher than the January-April average during the previous five years.

\* Discrepancies attributable to rounding.

# Number of claimants lowest since March 1953

Claimants for unemployment insurance benefit on March 31 numbered 498,000, which was 40,000, or 7.6 per cent, less than the total of 539,000 at the end of March 1965. It was the lowest March total since 1953.

The total for March this year was made up of 355,400 regular, and 142,600 seasonal benefit claimants. The decline from the year before was divided almost equally between both classes of claimants, and the rate of decline was thus somewhat larger for seasonal than for regular claimants. Lower totals in both classes reflect continued improvement in the economic situation.

On February 28, 1965, there were 530,500 claimants, of which 396,000 were regular, and 135,000 seasonal. Notwithstanding the increase in the number of seasonal claimants in March, it was estimated that some 30,000 ceased to claim during the month. A considerable proportion of these withdrawals represented exhaustion of benefit rights.

The number of seasonal benefit claimants usually increases during March as persons who exhaust their regular benefit apply for an extension of benefit under the seasonal benefit provisions. It was estimated that between 100,000 and 125,000 persons returned to work during March and ceased to claim benefit.

## Initial and Renewal Claims

There were 159,000 initial and renewal claims during March, which was the lowest figure for that month since 1952. Moreover, some 40,000 of the 121,400 initial claims were from persons seeking re-establishment of credits and did not constitute separations from employment during the month.

Claims in February totalled 150,300, of which nearly 30,000 were transitional.

A claimant's unemployment register is placed in the "live file" at the local office as soon as the claim is made. As a result, the court of claimants at any given time inevitably includes some whose claims are in process. Claimants should not be interpreted either as "total number of beneficiaries" or "total job applicants."

In March 1965, totals were 183,200 and 45,000 respectively.

## Beneficiaries and Benefit Payments

The average weekly number of beneficiaries was estimated at 401,600 in March, compared with 440,600 in February and 470,700 in March 1965.

Benefit payments totalled \$46,200,000 in March, \$44,300,000, in February and \$55,600,000 in March 1965.

The average weekly payment was \$24.98 in March, \$25.14 in February and \$24.86 in March 1965.

## Insurance Registrations

On March 31, insurance books or contribution cards had been issued to 5,159,570 employees who had made contributions to the Unemployment Insurance Fund since April 1, 1965.

On the same date, registered employers numbered 345,063, a decrease of 301 since February 28.

## Enforcement Statistics

During March, 10,309 investigations were conducted by enforcement officers across Canada. Of these, 6,970 were spot

checks of claims to verify the fulfilment of statutory conditions, and 1,084 were miscellaneous investigations. The remaining 2,255 were investigations in connection with claimants suspected of making false statements to obtain benefits.

Prosecutions were begun in 421 cases, 190 against employers and 231 against claimants.\*

Punitive disqualifications as a result of false statements or misrepresentations by claimants numbered 698.\*

## Unemployment Insurance Fund

Revenue received by the Unemployment Insurance Fund in March totalled \$32,807,814.54† compared with \$32,517,818.40 in February and \$35,486,973.59 in March 1965.

Benefits paid in March totalled \$46,156,729.13† compared with \$44,299,219.43 in February, and \$55,541,396.97 in March 1965.

The balance in the Fund on March 31 was \$136,789,471.39.† On February 28, it was \$150,138,385.98, and on March 31, 1965, it was \$40,496,762.98.

# Decisions of the Umpire Under the Unemployment Insurance Act

Decisions were rendered under the Unemployment Insurance Act on January 14, 1966, and on February 10, 1966, by the Umpire, Hon. Mr. Justice D. Kearney of the Exchequer Court of Canada. The cases heard were CUB 2559 and CUB 2566.

## CUB 2559

The claimant filed an initial application for benefit on January 29, 1964 and registered for employment as an inspector. He stated he had been employed as pipe inspector at an hourly rate of \$2 by a Montreal company at a job site in Welland, Ont., from 1947 to 1964. He

was working short-time owing to lack of work, and was on call to work full time whenever needed. He said he was a resident inspector paid on salary until February 1963, at which time he was put on an hourly rate. He stated he would be willing to accept full-time employment if it became available, even if it necessitated giving up his part-time job. He had no pension benefits from this company. The claim was allowed.

\*These do not necessarily relate to the investigations conducted during this period.

†Figures for March 1966 are subject to revision.



The claimant declared earnings from the time of filing his initial claim to the time of filing his seasonal benefit claim on January 24, 1965. The amounts varied from \$8 to \$76 a week. He filed a seasonal benefit claim on the same date, and the claim was allowed.

#### Statement by Claimant

In a statement to the UIC office the claimant said that, effective March 1, 1965, he would be paid a retaining fee of \$100 a month by the Montreal company. He also indicated his readiness to accept employment on a less than full-time basis, as long as it was not with a rival firm and did not interfere with his current employment.

On March 10, 1965, the placement officer commented that the chances of placing the claimant were remote in view of his restrictions.

In a further statement, the claimant indicated to the UIC office that though he was on call 24 hours a day, he could arrange his hours to take additional work. Nevertheless, he was informed by letter that he had been disqualified and benefit suspended from February 1965 because the restrictive nature of his current work made the possibilities of placing him in employment remote. (Section 54 (2) (a) of the Act).

The claimant appealed this decision to the board of referees, and his notice of appeal read:

... it is wrong to assume that I am not available for spare-time work. I registered for that in my first application, and in 12 months of bi-monthly registering I have never been offered any work whatsoever.

... my firm has very little work for me at present and have been good enough to give a small regular monthly sum to help me out, but this does not make me unavailable for other work. Industries today generally run three shifts, 7 to 3, 3 to 11, and 11 to 7, and I am available for any of these shifts. However, I am in my 68th year and it is rather doubtful if any firm would offer me a regular job, seeing that they are trying to retire their own staff before 65 years.

My work is of a technical nature and requires a certain amount of metallurgical knowledge. I am competent and available to give at least 6 to 8 hours a day to any firm that requires my services until such time [as], if ever, my own firm requires more work from me. I have to have work to

supplement the small amount I am getting to . . . pay my way and live.

On the reverse of the claimant's appeal letter, the local office wrote that when the claimant came in to question his disqualification and appeal, he stated he had only worked nine hours in the past two weeks for the Montreal firm. "He now states the money he receives is . . . like a pension, [although] the company has no pension plan."

A letter directed to the employer evoked the reply that the company was paying the claimant \$100 a month and guaranteeing him 50 hours of work a month at \$2 an hour. It was also indicated that this situation was to be reviewed when the claimant became eligible for the Old Age Pension.

#### No Further Facts

When the board heard the case, the claimant was neither present nor represented, and no further facts were brought forth. The board found that the claimant had not proved he was available for work, and agreed with the placement officer's conclusion that the chances of placing the claimant were remote, in view of the restrictions.

Subsequently, leave was granted to appeal to the Umpire, and the claimant's notice of appeal read:

Because your judgment did not consider certain factors, I put forward in my letter . . . that I was available for work, not necessarily inspection work, for at least 8 hours a day. The Act does not specify what shift a man has to be available [for], and I am, and have been, available for at least one eight-hour shift. Your statement that, owing to my present commitment, a firm would not likely accept my services, I have found to be incorrect.

Jobs that I have applied for—and I might mention not at the instigation of the local office—I have [lost out on] owing to age. I have never been offered any kind of work whatsoever since I registered in 1964, and it is only in the last three months that my firm arranged to help me as has been stated . . .

#### Considerations and Conclusions

At the date of the disqualification, the claimant had been unable to find work for a period of a year. It would therefore appear that the insurance officer and the board of referees were justified in finding that, in view of the conditions under which the claimant was prepared to work, he was not available for work within the meaning of Section 54(2)(a) of the Act.

As a consequence, I decide to dismiss the claimant's appeal.

#### CUB 2566

(Translation)

The claimant filed an application in July 1965 and registered as a general office clerk. He was employed as a clerk for a paper company from 1940 until June 18, 1965, when he was dismissed because of a strike of mill workers. At the time of his separation his weekly salary was \$99.09.

On July 14, 1965, he told the local office that he had been employed by the paper company to keep records. He was a member of Local 361 of the Office Employees' International Union (AFL-CIO/CLC). When he went to work on June 21, 1965, there was a picket line and he returned home. He told the local office:

Our union has asked us to respect the picket line in order to avoid trouble and injuries to others. Thus I did not take part in the strike, and I did not take part in picketing.

A summary of information on the general file revealed that Local 375 of the United Papermakers and Paperworkers (AFL-CIO/CLC), and Local 352 of the International Brotherhood of Pulp, Sulphite and Paper Mill Workers (AFL-CIO/CLC), had been recognized as representing the plant employees of the paper company and its subsidiary. Both were covered by the same collective agreement. Office workers were covered by another collective agreement between the company and Local 416 of the Office Employees' International Union.

Negotiations for renewal of the mill workers' collective agreement began in April, 1965. When the two parties failed to reach an agreement, the case was submitted to a conciliator in June, 1965.

In the meantime, on May 19, 1965, the workers of both unions voted 97.9 per cent (Local 375) and 91.1 per cent (Local 352) for a strike if conciliation failed.

After the breaking-off of negotiations on June 18, 1965, the employer named 494 employees and requested the union representatives to authorize their crossing of the picket line. They were made up of watchmen, security employees, boiler-room employees, supervisors and several others in charge of the various departments. The unions agreed to issue permits to 60, mostly security employees.

On June 21, 1965, some 1,100 mill workers ceased work. Picket lines were established at three entrances to the mill

and offices. Both sides declared there was no violence.

None of the 160 office employees attempted to cross the picket lines. The employer said that on June 18, 1965, he asked the chairman of the union representing the office employees whether they would cross the picket lines. He was told that Local 416 of the Office Employees' International Union would respect the picket lines.

The employer said he had moved the hiring office (lumbering operations) to temporary premises outside the picket line. Employees assigned to this work were not officially advised of the move. The move is said to have been known to the employees, and on June 21, 1965, several went to the office. Four worked on June 21 and three on June 22, although there would have been work for all.

A new collective agreement was signed on July 14, 1965, and normal operations were resumed on July 19, 1965.

The insurance officer advised the claimant on July 23 that he was disqualified from benefit and that payments had been suspended from June 27, 1965. He added:

You lost your employment as a result of a work stoppage attributable to a labour dispute at the factory, workshop or other premises where you were employed (Section 63 of the Act). Payments are therefore suspended for the duration of the work stoppage—that is—until July 17, 1965, inclusive.

The insurance officer presented evidence of the existence of a labour dispute and said it was evident that the work stoppage had a direct bearing on the labour dispute existing at the employer's premises.

The claimant, he said, was an employee of the paper company and lost his employment on June 18, 1965, because of a complete work stoppage. The loss of his employment is, therefore, attributable to a labour dispute (CUB 2258).

The insurance officer said proof had not been established that the claimant was not participating, or financing, or directly interested in the labour dispute, and that he did not belong to a grade or class of workers that were participating in the labour dispute. The facts showed that none of the 160 office employees attempted to cross the picket line. For this reason, the claimant could not claim relief from disqualification provided in Section 63 of the Act.

The claimant appealed to a board of referees on August 19, 1965, on the grounds that Section 63 of the Act did not apply in his case because, in his opinion, he fulfilled all the relieving conditions provided for in this section.

In submitting the file to the board of referees, the insurance officer said the questions to be decided were:

Did the claimant lose his employment as a result of a work stoppage attributable to a labour dispute at the premises at which he was employed?

If so, does he fulfil all the requirements mentioned in Section 63(2) of the Act for relief from disqualification provided in paragraph (1) of the same section?

The board of referees upheld the claimant's appeal in a unanimous decision on September 22, 1965, that read:

The board of referees considers it necessary to point out that the insurance officer considered the workshop, or the office where the claimant worked and the one where the work stoppage occurred, as one and the same workshop. This appears in the reasons for the decision of the insurance officer and probably explains the first question submitted to the board of referees. If the board of referees contented itself with replying "no" to the first question, there would be no need to reply to the second one, and it would be impossible to decide on the merits of the claimant's claim. . . .

The strike was declared by the employees who were members of Local 352 of International Brotherhood of Pulp, Sulphite and Paper Mill Workers. . . .

The claimant belonged to a group that was not interested in, or participating in, the dispute. He belonged to a separate branch of work carried on in separate premises and performed in separate departments although in the same place. He, therefore, should be considered within the meaning of paragraph 3 of Section 63 as belonging to a separate factory or workshop.

On the other hand, Local 416 of the Office Employees' International Union instructed its members to respect the picket lines. As pointed out by the representative of the paper company, this was a sympathy strike, and the decision had been taken by the chiefs of the local and not by the claimant himself.

The claimant has established sufficient proof that he was not indirectly financing the strike, because the strike concerned two different branches of a

large organization. It also has been established that the claimant was not directly interested. . . .

The question for the board of referees to decide is not whether Local 416, through its directors, was right in requesting its members to respect the picket lines, but rather whether the claimant under the circumstances should have, on his own initiative, attempted to cross the picket lines alone and to return to work alone. The answer is "no."

On the following grounds in the light of Section 63 of the Act and of the evidence:

Whereas the work of the claimant and his workshop must be considered as a separate workshop, within the meaning of Section 63(3), from the workshop at which the strike and the stoppage of work occurred;

Whereas the claimant was not participating in, or financing, or directly interested in, the labour dispute that caused the stoppage of work;

Whereas he does not belong to a grade or class of workers that included members who were employed at the premises at which the stoppage took place and were participating in, financing, or directly interested in the labour dispute;

Whereas the claimant could not be expected under the circumstances to take the initiative of crossing the picket lines alone.

The board of referees unanimously allows the appeal and decides that the claimant has fulfilled the requirements of Section 63 of the Unemployment Insurance Act and that he should not have been disqualified from benefits during this stoppage of work.

On November 10, 1965, the insurance officer appealed to the Umpire. He wrote:

In order to clarify the claimant's union affiliation, his local is known either under number 361 or under number 416. Number 361 is the old number, whereas 416 is the new number of the same local of the Office Employees' International Union. This local of the union represents all the office employees of the establishment of this employer, whether they are engaged on matters concerning the mills, or on matters concerning lumbering operations. . . .

The board of referees has specifically recognized that the local of the Office Employees' International Union instructed its members to respect the picket lines established by the strikers who were members of the United Papermakers and Paperworkers and



International Brotherhood of Pulp, Sulphite and Paper Mill Workers. The board of referees classified this decision of the Office Employees' International Union as being a sympathy strike.

The board of referees concluded that the work of the claimant and his workshop should be considered as a separate workshop, within the meaning of Section 63(3), from the workshop at which the strike and the stoppage of work took place, since he belonged to the Office Employees' and not to the two unions, the collective agreement of which was the subject of a dispute that had caused the strike. The board of referees concluded further that the claimant did not participate in the dispute that caused the stoppage of work and that he does not belong to a grade or class of workers that included members who were employed at the premises at which the stoppage took place and participated in the labour dispute. In its conclusions, the board of referees seems to have been strongly influenced by the consideration that the claimant could not be expected to take the initiative of crossing the picket lines alone.

The board of referees did not correctly apply the law to the facts of the case.

The conclusion of the board of referees that the claimant fulfilled the conditions of Section 63(3) so as not to be disqualified from benefits is erroneous, being contrary to the facts, to the provisions of the Act and to the jurisprudence, for these reasons:

Office work in connection with the operations of a business is not a separate branch of work commonly carried on as a separate business. On the contrary, it simply is work commonly accessory to the operations of that enterprise. Thus, the following work which was accessory to the operations of a business did not represent a separate branch of work commonly carried on as a separate business: an electric power station accessory to the operations of a sawmill (CUB-1265); the shipping division in a factory or plant (CUB-1332); and the maintenance division in a plant (CUB-2312).

Section 63(3) of the Act does not relieve a claimant from disqualification from benefits, even if the division in which he is working is a separate branch of work commonly carried on as a separate business, if the participation in the labour dispute extends to the division in which the claimant is working, for then the dispute extends

by participation to this division and, therefore, exists in this division. The office employees, including those that were engaged on matters concerning lumbering operations abstained from working pursuant to the directives of their own union and respected the picket lines of the striking workers. It is evident that there was participation on the part of the employees that worked in the division where the claimant was employed.

The conclusion of the board of referees to the effect that the claimant had proved the absence of participation, both by him and by members of his grade or class of workers that worked at the same premises immediately before the commencement of the stoppage of work, is also false, and contrary to the facts as admitted by the board of referees itself, as well as to jurisprudence.

The board of referees has, as a matter of fact, itself admitted that the union of office employees had decided that its members would respect the picket lines and had even so advised the employer prior to the date of the strike. Moreover, the board of referees has admitted that the claimant and the other office employees in general, including the office employees engaged on matters concerning lumbering operations, had abstained from working, in accordance with the decision of their union to honour the picket lines. The board of referees even went as far as to conclude that this was a sympathy strike by the union of office employees.

It is a principle well established by jurisprudence that abstention from work in order to respect a picket line is participation in a labour dispute, for this active form of support reinforces the position of the workers' side in a dispute.

The following decisions include examples of participation by this method, under circumstances similar to this case:

CUB-287—Where the Carpenters' union had forbidden its members to cross picket lines of labourers on a building site;

CUB-518—where an electrician had not crossed the picket lines of the labourers, because his union had forbidden it;

CUB-918—where workers of an automobile plant had abstained from crossing the picket line of the office employees;

CUB-1019—where workers belonging to various trades had abstained from

crossing the picket lines of the painters at various building sites;

CUB-1059—where masons working for a subcontractor on the building site of a refinery had abstained from crossing the picket lines of the refinery workers;

CUB-1623—where machinists engaged in carrying out a subcontract for the installation of turbines in the construction of a thermal power station abstained from crossing the picket lines of the truckers' union (L.G. 1959, p. 507);

CUB-1686—where stationary engineers, the union of which had acknowledged and accepted the picket line of the union of electricians, had abstained from returning to work after the cancellation of the permit which the union of electricians had originally given them;

CUB-1906—where workers from other naval construction trades had refrained from crossing the picket lines of maritime workers on strike [L.G. 1962, p. 232] (this decision includes as well a detailed review of established principles);

CUB-2107—where carpenters and other trades abstained from crossing the electricians' picket lines on the building site of a university.

The conclusion of the board of referees to the effect that the claimant could not be expected to take the initiative of crossing the picket lines alone is possibly based on compassionate grounds, but is not based on provisions of the Act. Even if the claimant had been the only one to make all possible efforts to continue to work, this would not have been sufficient to avoid disqualification, since he became bound by the participation of the other members of his grade or class under Section 63 (2) (b) (CUB 1740, 1745, 2258).

## Considerations and Conclusions

The reasons for appeal of the insurance officer are well founded in fact and in law.

It would be contrary to the provisions of the Act itself and contrary to the jurisprudence established in the decisions mentioned by the insurance officer to conclude, as the board of referees did, firstly that the claimant "belonged to a separate factory or workshop" and secondly that he did not participate in the labour dispute.

These two points are clearly exposed in the reasons for appeal of the insurance officer, and since I agree with the main arguments of his statement, it will not be necessary to repeat them here in support of my decision to allow the appeal.

# Canadian Railway Office of Arbitration Allows Four Claims Heard on April 18

Five separate disputes, concerning loss of layover compensation, runaround of two pool engineers, the dismissal of a train crew, the penalizing of a yardman, and the question of the extension of an expiry date, were processed by the Canadian Railway Office of Arbitration at hearings in Montreal on April 18.

The one-man tribunal of Magistrate J. A. Hanrahan allowed four claims and refused one for arbitration.

The five claims and the award of the arbitrator in Cases Nos. 32, 33, 34, 35 and 36 are:

## CASE No. 32

Dispute between the Canadian Pacific Railway Company (SD and PC Dept.) and the Brotherhood of Railroad Trainmen over a chef's claim for layover compensation.

A train to which a chef was regularly assigned arrived 11 hours and 30 minutes late. The chef's assignment, as outlined in the Operating Schedule, called for an assigned layover, 80 hours and five minutes, but because the train arrived late, the chef had a layover of 68 hours and 35 minutes. He therefore claimed 11 hours and 30 minutes loss of layover compensation citing an article of the agreement reading: "Employees required to forgo layover in order to perform road service will be paid on the following basis . . . reduction of layover by one hour—one and one-half hours will be paid; reduction of layover by two hours—three hours will be paid . . . after which up to 24 hours, 12 hours will be paid."

The Company used a second article to deny the claim: "Employees delayed in return to home station. . . will, where trains are 24 hours or more late, be given extra layover or paid compensation for the hours in excess of twenty-four." This article came into the agreement following a conciliation board's recommendation.

As recently as April 1, 1964, the Brotherhood had attempted to revise the agreement with a proposal for a "rule to provide compensation for late arrivals of trains at home or away from a home terminal." At a meeting on April 20, 1964, the general chairman said, "There are many instances where a man does not get paid. . . for late arrivals. We wish to alleviate this condition."

Although a settlement was reached in July, 1964, on other matters, the Brotherhood's request for a change in this article was disallowed.

The arbitrator believed that the words used in the first article were plain: "Employees required to forgo layover in order to perform road service. . ." There was no doubt that the chef was required to give up 11 hours and 30 minutes of his layover period of 80 hours and five minutes. It was also clear that this happened because he was required to perform road service.

The arbitrator contended that, no matter how the second article had been interpreted previously, there was nothing in it to refute the Brotherhood's argument. He believed that its wording could be reasonably interpreted only as providing for additional compensation if arrival were delayed by 24 hours. There was nothing in the article to indicate that for anything less than 24 hours' late arrival an employee who came within the provisions of the first article would lose any part of his layover time.

The claim was therefore allowed.

## CASE No. 33

Dispute between the Canadian Pacific Railway Company (Pacific Region) and the Brotherhood of Locomotive Engineers over a run-around claim by two engineers.

On two separate occasions a vacancy existed for a spare engineer, but the regular spare men were being used and

were not available. Firemen were used to fill the vacancies, and two pool engineers who were eligible and available were overlooked. The two engineers submitted runaround claims under an article of the collective agreement governing engineers. The claims were declined by the Company.

The arbitrator pointed out that this conflict had overtones of a jurisdictional dispute between two Brotherhoods. He recalled a previous dispute in 1962 that had resulted in an amendment to the agreement between the Company and the Brotherhood of Locomotive Firemen and Enginemen. At that time the Board of Adjustment suggested that because there was no clear understanding between the parties as to the employee who should be called when a temporary spare engineer is required, they should confer together and arrive at an understanding agreeable to both parties.

The spokesman for the Brotherhood quoted that an article reading: "If runaround [avoidable], engineer will be entitled to 50 miles at minimum passenger rates." He quoted a second article that stated: "Should there be no available pool engineers to fill pool vacancies, or spare engineers to fill necessary vacancies, the senior qualified fireman will be used." The Brotherhood spokesman contended that these two articles should govern in these circumstances. The second article did not mention "spareboard."

The Company claimed that the amendment to the agreement with the Brotherhood of Locomotive Firemen and Enginemen was concurred in by representatives of the Brotherhood of Locomotive Engineers, and that for this reason the wording of the new provision should prevail. This amendment reads: "When there are no engineers available on the engineer's spareboard, and it is necessary to use a demoted engineer or qualified helper to protect an engineer's



vacancy, such . . . men in pool and spare-board service . . . will be used in seniority order."

The Company based its refusal of the claims on the fact that the names of the two men did not appear on the spare-board.

The Brotherhood produced copies of correspondence between officials of the Company and the General Chairman of the Brotherhood of Locomotive Engineers. In a letter to the Assistant Manager, CPR Labour Relations, the General Chairman of the Atlantic and Eastern Regions gave his concurrence in the finalized provision of the third article, subject to "the clear understanding that fireman helpers will only be used to fill engineers' vacancies when such assignments cannot be filled by available engineers."

The arbitrator believed that if one considered the provisions of the second article of the agreement, it appeared that all those in pool service had priority over firemen, and the Company would have to have stronger evidence than the third article to substantiate its denial of the claims.

The arbitrator contended that it could not be said that replacement of the two claimants "was unavoidable." They were "pool engineers" and they were available. In the arbitrator's opinion, there was "no necessity" to use others. The claims were therefore allowed.

#### CASE No. 34

Dispute between the Canadian Pacific Railway Company (Pacific Region) and the Brotherhood of Railroad Trainmen over the dismissal of a train crew.

A conductor and two brakemen, who were part of a pool service, refused to switch six cars from a strikebound plant and were dismissed the following day.

The spokesman for the Brotherhood acknowledged the fact that the employees were at fault, but pleaded that the penalty was too harsh. He pointed out that on the following day, when strikers were milling around the plant, a crew who had refused to switch the same property were given a penalty of 20 demerit marks against the conductor and 10 demerit marks against each of the two brakemen. He also cited several similar incidents of insurrection resulting in demerit marks without dismissals.

The Company drew the arbitrator's attention to certain sections of the Railway Act concerning the rights of those receiving services from Canadian Pacific. If these rights were denied without good reason, the Company would

be responsible for damages. In the Company's view, only the danger to life and limb could justify the action taken by the employees.

Without condoning the behaviour of the employees, the arbitrator took into consideration their long unblemished record of employment with the Company and decided that the men should be allowed to return to their jobs. He urged that their records show a two-week suspension without pay from the date of the incident. He also insisted that they be paid from the completion of the suspension period until the date of their return to employment, less any sum each may have earned in other occupations during that period.

#### CASE No. 35

Dispute between the Canadian Pacific Railway Company (Pacific Region) and the Brotherhood of Railroad Trainmen over the disciplinary action imposed on a yardman.

When the view of an engineman was temporarily restricted by a curve, his yard engine collided with another engine. Contending that the accident could have been averted if the yardman had warned the engineman in time, the Company penalized the yardman with 10 demerit marks and held him from service for four days.

The yardman contended that when he first saw the approaching engine, he was not sure that it was on the same track. The moment he was certain, he shouted a warning to the engineer who immediately applied his brakes; but the engine continued for one or two car lengths until the cars came into contact. The forward movement of the engine was less than one mile an hour.

The crew of the other engine estimated their speed at seven miles an hour, but an investigation revealed that their speed was closer to 12 miles an hour, a violation of the Uniform Code of Operating Rules which requires that trains travel at a restricted speed when using other than a main track.

During the preliminary investigation, the Company had asked the yardman whether he believed the mishap could have been avoided if he had warned the engineman as soon as he sighted the other train. He answered that it was possible.

The spokesman for the Brotherhood claimed that the question had been quite improper, that at the time, there were too many variables for the yardman intelligently to reach this conclusion. One important factor was the unreliable evi-

dence given by the other crew. He stressed an article of the Yard Rules that states: "An employee will not be disciplined . . . until after investigation has been held and (his) responsibility established . . . and no employee will be required to assume this responsibility in his statement . . ."

The Company spokesman said that the yardman was being disciplined because he had failed to act according to another rule which states: "In case of doubt or uncertainty, the safe course must be taken." Although he agreed that the excessive speed of the other engine was the "major contributing factor" to the collision, he contended that this did not absolve the yardman from not taking the proper course of action.

After a study of all the submissions, the arbitrator was convinced that the yardman's explanation was not properly assessed, nor were the broad terms of the second rule conducive to a situation requiring an instantaneous decision. He believed there was no evidence to prove that the yardman had not been keeping a proper lookout. He said it would appear that the greater responsibility rested on the fireman who was also given the same penalty. In his opinion the yardman had been improperly questioned. Therefore he ordered that the demerit marks be expunged from the employee's record and that he be paid for the four days he was held out of service.

#### CASE No. 36

*Ex parte* dispute between the Canadian National Railway Company (Prairie Region) and the Brotherhood of Railroad Trainmen over 35 runaround claims submitted by various yardmen.

Various yardmen at Winnipeg submitted a total of 35 claims for not having been called to pilot a train's diesel units between Union Depot and East Yard, Winnipeg.

The Company claimed that this matter should have been barred from arbitration because it had not been presented within the time specified in the Collective Agreement and according to an article reading: ". . . The request for joint conference accompanied by the Brotherhood's contention and all relevant information shall be submitted in writing within 60 calendar days from the date decision is rendered . . . otherwise the grievance shall become invalid.

"A grievance which is not settled in such joint conference may be referred by either party to the Canadian Railway

*Continued on page 393*

# Publications Received in Department of Labour Library

The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed by making application to the Librarian, Department of Labour, Ottawa. Students must apply through the library of their institution. Applications for loans should give the number (numeral) of the publication desired and the month in which it was listed in the *LABOUR GAZETTE*

## Annual Reports

1. CANADA. DEPARTMENT OF LABOUR. *Annual Report for the Fiscal Year ended March 31, 1965*. Ottawa, Queen's Printer, 1965. Pp.99.

2. CANADA. MINISTÈRE DU TRAVAIL. *Rapport annuel, année financière terminée le 31 mars, 1965*. Ottawa, Imprimeur de la Reine, 1966. Pp.110.

3. CANADA. DEPARTMENT OF LABOUR. ECONOMICS AND RESEARCH BRANCH. *Labour Organizations in Canada, 1965*. Fifty-fourth ed. Ottawa, Queen's Printer, 1966. Pp.102.

4. CANADA. MINISTÈRE DU TRAVAIL. DIRECTION DE L'ÉCONOMIQUE ET DES RECHERCHES. *Organisations de travailleurs au Canada, 1965*. Cinquante—quatrième ed. Ottawa, Imprimeur de la Reine, 1966. Pp.106.

5. CANADA. DEPARTMENT OF LABOUR. ECONOMICS AND RESEARCH BRANCH. *Working and Living Conditions in Canada*. 14th ed., May 1965. Prepared in consultation with the Department of Citizenship and Immigration. Ottawa, Queen's Printer, 1966. Pp.95.

6. GREAT BRITAIN. CENTRAL STATISTICAL OFFICE. *Annual Abstract of Statistics*. No. 102, 1965. London, HMSO, 1965. Pp.361.

## Business

7. NATIONAL INDUSTRIAL CONFERENCE BOARD. *Obstacles and Incentives to Private Foreign Investment, 1962-1964; the Experiences of the Investors of Twelve Nations in Eighty-eight Countries*. New York, 1965. Pp.137.

Contents: Obstacles to investment. Obstacles and incentives provided by capital exporting countries. Local incentives affecting investment decisions. Recommendations by investors for increasing private foreign investment. Obstacles: Country-by-country review [77 countries].

8. NATIONAL INDUSTRIAL CONFERENCE BOARD. *Organization Structures of International Companies*, by Harold Stieglitz. New York, 1965. Pp.145.

Contains corporate organization charts of 42 companies in various countries. Includes charts showing "how the foreign operations of these companies are organized and integrated with the parent company."

9. NATIONAL INDUSTRIAL CONFERENCE BOARD. *Selecting and Evaluating Distributors*, by Roger M. Pegram. New York, 1965. Pp.181.

Contents: Marketing through distributors. Conditions for selection. Finding and investigating outlets. Selection criteria. Wooing the prospect. Factors influencing evaluation. Evaluation criteria. Appendix: Manufacturers' policy statements and sales agreements with distributors.

## Collective Bargaining

10. FARMER, GUY. *Management Rights and Union Bargaining Power; an Assessment of Supreme Court and NLRB Decisions*. New York, Industrial Relations Counselors, 1965. Pp.31.

A study of the effect of U.S. Supreme Court and National Labor Relations Board decisions on union bargaining power and the right of employers to manage their businesses. The author is a prominent lawyer specializing in labour law, and a former chairman of the National Labor Relations Board.

11. U.S. BUREAU OF LABOUR STATISTICS. *Collective Bargaining Agreements in the Federal Service, Late Summer 1964*. Washington, GPO, 1965. Pp.90.

## Economic Policy

12. GREAT BRITAIN. PLANNING ADVISORY GROUP. *The Future of Development Plans; a Report*. London, HMSO, 1965. Pp.62.

Development plans involve the distribution of population and employment, communications, recreation, conservation, urban renewal, etc. This report contains a general review of development plans and considers urban, county and local plans.

13. WILSON, GEORGE WILTON. *Canada: An Appraisal of its Needs and Resources* [by] George W. Wilson, Scott Gordon [and] Stanislaw Judek. Avec un commentaire par A. Breton. New York, Twentieth Century Fund; Toronto, University of Toronto Press, 1965. Pp.1xx, 453.

Prefatory matter in English and French. A discussion of Canada's economic policy by three professors of economics.

## Employment Management

14. NATIONAL INDUSTRIAL CONFERENCE BOARD. *Employee Patent and Secrecy Agreements*, by J. Roger O'Meara. New York, 1965. Pp.92.

Describes the practices of 86 companies with respect to inventions of their employees, and to trade secrets. Ten agreement forms are reproduced in the appendix.

15. NATIONAL INDUSTRIAL CONFERENCE BOARD. *Measuring Salesmen's Performance*. New York, 1965. Pp.134.



Partial Contents: Factors affecting sales performance. Sales analysis. Sales quotas. Sales-expense and profitability measures. Personal observation. Improving salesmen's efficiency. Contains 21 case studies.

16. NATIONAL INDUSTRIAL CONFERENCE BOARD. CANADIAN OFFICE. *New Patterns in Company-paid Moving Expenses in Canada*, by Allan Porter. Montreal, 1965. Pp.46.

Examines the various methods used by companies to assist employees with their moving expenses. Information in the study is based on a survey of 110 companies. Contents: The problem of the unexpired lease. The problem of the house that is left behind. Helping an employee buy a house. Moving assistance for the new employee. Special assistance in remote areas. Moving expenses under collective agreements. Appendix: Company policy in the case of employee-requested transfer.

17. PIGORS, PAUL JOHN WILLIAM. *Personnel Administration, A Point of View and a Method*, [by] Paul Pigors and Charles A. Myers. 5th ed. New York, McGraw-Hill, 1965. Pp.837.

This textbook by two professors of Industrial Relations at the Massachusetts Institute of Technology covers various aspects of personnel management and includes 19 case illustrations.

### Labour Organization

18. JAMES, RALPH C. *Hoffa and the Teamsters; a Study of Union Power* [by] Ralph C. James and Estelle Dinerstein James. Princeton, N.J., Van Nostrand, 1965. Pp.430.

The authors (husband and wife, and both professors of Economics at California universities) received permission from James Hoffa in 1962 to accompany and observe him while he conducted union business, and to consult Teamster records. The authors spent about 90 days with Mr. Hoffa over a 2-year period. They depict him as a powerful, very able, and extremely complex man.

19. RIDEOUT, R. W. *The Right to Membership of a Trade Union*. London, University of London, Athlone Press, 1963. Pp.243.

A comprehensive survey of cases concerning the right of admission to trade union membership and the regulation of disciplinary proceedings with reference to judgements in Great Britain, United States, and some Commonwealth countries.

"The material . . . originally formed the basis of a thesis of the same title submitted in 1958 for the degree of Ph.D. . . . University of London."

### Labour Supply

20. INTERNATIONAL LABOUR OFFICE. *Report to the Government of Basutoland on the Manpower Situation*. Geneva, 1964. Pp.59, iii.

At head of title: ILO/TAP/Basutoland/R.1. International Labour Office. Expanded programme of technical assistance.

21. INTERNATIONAL MANAGEMENT SEMINAR ON ACTIVE MANPOWER POLICY, BRUSSELS, 1964. *Active Manpower Policy; International Manpower Seminar, Brussels, 14th-17th April 1964: Final Report*. Paris, Manpower and Social Affairs Directorate, Social Affairs Division [OECD] 1965. Pp.166.

At head of title: International seminars, 1964-1. *Supplement to the Final Report*. Paris, 1964. Pp.207.

22. NEW YORK (STATE) DEPARTMENT OF LABOR. DIVISION OF RESEARCH AND STATISTICS. *Characteristics of the Population and the Labor Force of New York State, 1956 and 1957; Statistics from a Special Population Survey*. [New York] 1960-61. 2 volumes (in Dept. of Labour Library's set). Vols. 1 & 2 issued as Special bulletin 234-235 of the Dept. of Labor.

Contents: v.1. New York State. v.2. New York City.

### Labouring Classes

23. GREAT BRITAIN. COMMISSION OF INQUIRY INTO CERTAIN MATTERS CONCERNING THE PORT TRANSPORT INDUSTRY. *Final Report*. London, HMSO, 1965. Pp.131. Rt. Hon. Lord Devlin, chairman.

The Committee examined the causes of a dispute in the port transport industry. They found that some of the causes for trouble were job insecurity among longshoremen, preferential treatment for some longshoremen, employee irresponsibility, management defects, time-wasting practices, piece-work, overtime, welfare amenities and working conditions, and trade union organizational difficulties.

24. NEW YORK (STATE) DEPARTMENT OF LABOR. DIVISION OF RESEARCH AND STATISTICS. *Economic Effects of Minimum Wages: the New York State Retail Trade Order of 1957*. [New York?] State of New York, Dept. of Labor, 1964. Pp.120.

25. NORMAN, JOHN. *Labor and Politics in Libya and Arab Africa*. New York, Bookman Associates, 1965. Pp.219.

26. U.S. BUREAU OF LABOR STATISTICS. *Labor Law and Practice in the Kingdom of Laos*. Washington, GPO, 1965. Pp.59.

27. U.S. WOMEN'S BUREAU. *Background Facts on Women Workers in the United States*. Washington, 1965. Pp.15.

### Occupations

28. U.S. BUREAU OF LABOR STATISTICS. *Occupational Outlook Handbook; Employment Information on Occupations for Use in Guidance*. [7th ed.] Washington, GPO, 1965. Pp.858.

Prepared in co-operation with the Office of Manpower, Automation and Training [and others].

For most of the more than 700 occupations discussed in the Handbook information is given concerning the nature of work; where employed; training and other qualifications; employment outlook; earnings and working conditions; and where to go for more information.

### Research

29. FERBER, ROBERT. *Research Methods in Economics and Business* [by] Robert Ferber [and] P. J. Verdoorn. New York, Macmillan, 1962. Pp.573.

Partial Contents: Research as a tool of economic policy. Outline of research investigations. Establishing and quantifying economic relationships. The cross-section approach. Special applications of the cross-section approach. Time series analysis. Special applications of time series: demand analysis. Special applications of time series: economic models. Forecasting. Coordinating research approaches: the complete marketing audit.

30. U.S. NATIONAL SCIENCE FOUNDATION. *Federal Funds for Research, Development, and Other Scientific*

*Activities. v.14. Fiscal years 1964, 1965, and 1966.* Washington, GPO, 1965. Pp.177.

**Statistics**

31. CONFERENCE OF EUROPEAN STATISTICIANS. *Report of the 13th Planning Session, 18-22 October, 1965.* New York, United Nations, 1965. 1v. (various pagings).

32. U.S. CONGRESS. JOINT ECONOMIC COMMITTEE. *Improved Statistics for Economic Growth; a Compendium of Views and Suggestions from Individuals, Organizations, and Statistics Users. Materials submitted to the Subcommittee on Economic Statistics of the Joint Economic Committee, Congress of the United States.* Washington, GPO, 1965. Pp.142. At head of title: 89th Cong., 1st sess. Joint Committee print.

33. U.S. OFFICE OF BUSINESS ECONOMICS. *Business Statistics, 1965; a Supplement to the Survey of Current Business.* Biennial ed. Washington, GPO, 1965. Pp.262.

**Miscellaneous**

34. ASHLEY, CHARLES ALLAN. *Canadian Crown Corporations, Some Aspects of Their Administration and Control* [by] C. A. Ashley [and] R. G. H. Smails. Toronto, Macmillan, 1965. Pp.360.

This book studies "the structure of Crown corporations, the degree of autonomy they enjoy, their sources of capital and other funds, the disposition of profits and the meeting of deficits, and the means of parliamentary control." Part 1 examines Crown corporations in general; Part 2 deals with

the four types of Crown corporations; and Part 3 contains detailed studies of five corporations.

35. MUSSALLEM, HELEN KATHLEEN. *Nursing Education in Canada.* Ottawa, Queen's Printer, 1965. Pp.139.

A study prepared for the Royal Commission on Health Services.

36. NATIONAL CONFERENCE OF CANADIAN UNIVERSITIES AND COLLEGES. *Year-round Operation of the University; Supplement to the proceedings of the 1964 annual meeting of the National Conference of Canadian Universities and Colleges.* Ottawa, Canadian Universities Foundation, 1965. Pp.181. Title in French: *Fonctionnement de l'université à l'année longue* . . . English and French text: English, p.1-87; French, p.89-181.

37. NEW YORK (STATE). DEPARTMENT OF LABOR. DIVISION OF RESEARCH AND STATISTICS. *Income Distribution and Economic Welfare in New York State.* New York, 1961. Pp. 168.

38. PEARL, ARTHUR. *New Careers for the Poor; the Non-professional in Human Service* [by] Arthur Pearl and Frank Riessman. New York, Free Press, 1965. Pp.273.

The authors propose a scheme whereby the poor will be hired and trained to help the poor in such fields as education and social work and community mental health programs.

39. UNITED NATIONS. DEPARTMENT OF ECONOMIC AND SOCIAL AFFAIRS. *World Economic Survey, 1964. Part I. Development Plans: Appraisal of Targets and Progress in Developing Countries. Part II. Current Economic Developments.* New York, United Nations, 1965. Pp.326.

**Railway Arbitration** *Continued from page 390*

Office of Arbitration for final and binding settlement . . . A request for arbitration shall be made within 60 calendar days from the date decision is rendered in writing by the Assistant Vice-President, Labour Relations . . .

"The time limits . . . may be extended by mutual agreement between the Assistant Vice-President, Labour Relations, and the General Chairman."

On December 6, 1965, the Assistant Vice-President, Labour Relations, notified the General Chairman in writing that . . . "on the basis of the information supplied by the Brotherhood to date, all (the 35 claims submitted by yardmen) are denied. However, at the joint conference, you stated that the Assistant Yardmaster and Yardmaster . . . were instructed by the Company to 'pilot' the locomotives. You undertook to supply the Company with (signed statements. . . . We agree that if the statements were received, the claims would be further reviewed by the Company. . . . provided (they) are received. . . . prior to the expiration of the 60-day time limits. . . ."

On December 14, 1965, the General Chairman wrote to the Assistant Vice-President, " . . . I wish to explain that I have undertaken to obtain signed documents to the effect that the yardmasters

and assistant yardmasters involved had been instructed or requested to accompany the movements referred to by supervisors and to perform what we contend to be piloting of those movements. I cannot accept the emphasis placed on the word 'pilot' as shown in your comment."

On January 14, 1966, the Assistant Vice-President replied: "We are at a loss to understand why you object to the emphasis placed on the word 'pilot' in view of the fact that this is the word used by you in submitting the claims to us. Furthermore, you are [processing] the claims on the basis that . . . the Yardmen's Agreement has been allegedly violated, and the article itself most clearly states, 'when pilots are required . . .'"

There was no reply to this letter. On February 23, 1966, the Assistant Vice-President wrote to the General Chairman to inform him that the 60 days had expired on February 4.

On February 24 the General Chairman replied: "Please find enclosed a copy of statement received from Yardmaster J— indicating that he was requested to take the diesel units off. . . . Trains 9, 10 and 103 from the depot to East Yard and return them to the depot."

The Brotherhood argued that because of a misunderstanding between the parties as to statements made during the joint conference, the subsequent correspondence prolonged the 60-day time limit.

The Company spokesman contended that the letters indicated no misunderstanding, and that the notice sent to the General Chairman on December 6, 1965, indicating that these claims had been disallowed, set the 60-day period in operation. The claimants had no contractual rights to extend the period unless there was mutual agreement to do so, and the Company neither sought mutual agreement nor indicated any intention to extend the time limit. He pointed out that nothing was received from the Brotherhood until 20 days after the 60-day limit.

The arbitrator found nothing in the correspondence to indicate "an extension by mutual agreement." He stressed the importance of adherence to time limits, which he believed to be to the mutual advantage of both parties, and a safeguard against a bottleneck of unprocessed grievances.

For this reason, he declined to allow the case to proceed to arbitration.



# Statistics Section

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## A—Labour Force

**TABLE A-1—Regional Distribution Week Ended April 23, 1966**

	<i>Canada</i>	<i>Atlantic</i>	<i>Quebec</i>	<i>Ontario</i>	<i>Prairies</i>	<i>British Columbia</i>
(estimates in thousands)						
THE LABOUR FORCE.....	7,248	605	2,071	2,659	1,221	692
Men.....	5,077	439	1,456	1,833	861	488
Women.....	2,171	166	615	826	360	204
14-19 years.....	690	68	216	220	120	66
20-24 years.....	986	98	332	317	155	84
25-44 years.....	3,162	235	912	1,201	517	297
45-64 years.....	2,187	187	558	829	388	225
65 years and over.....	223	17	53	92	41	20
EMPLOYED.....	6,950	553	1,954	2,597	1,189	657
Men.....	4,831	392	1,358	1,788	834	459
Women.....	2,119	161	596	809	355	198
Agriculture.....	517	32	103	137	219	26
Non-agriculture.....	6,433	521	1,851	2,460	970	631
Paid workers.....	5,898	472	1,701	2,268	885	572
Men.....	3,979	328	1,162	1,520	573	396
Women.....	1,919	144	539	748	312	176
UNEMPLOYED.....	298	52	117	62	32	35
Men.....	246	47	98	45	27	29
Women.....	52	*	19	17	*	*
PERSONS NOT IN LABOUR FORCE.....	6,148	679	1,806	2,063	1,012	588
Men.....	1,562	199	454	493	269	147
Women.....	4,586	480	1,352	1,570	743	441

\*Less than 10,000.

SOURCE: Labour Force Survey.

**TABLE A-2—Age, Sex and Marital Status, Week Ended April 23, 1966**

		14-19 years all persons	20—64 years				65 years and over all persons
	Total		Men		Women		
			Married	Other	Married	Other	
(estimates in thousands)							
POPULATION 14 YEARS OF AGE AND OVER*	13,396	2,207	3,805	1,036	3,901	1,008	1,439
LABOUR FORCE	7,248	690	3,659	864	1,095	717	223
Employed	6,950	635	3,532	792	1,079	699	213
Unemployed	298	55	127	72	16	18	10
NOT IN LABOUR FORCE	6,148	1,517	146	172	2,806	291	1,216
PARTICIPATION RATE†							
1966, April 23	54.1	31.3	96.2	83.4	28.1	71.1	15.5
March 19	53.6	30.2	95.9	82.4	27.8	70.9	15.0
UNEMPLOYMENT RATE‡							
1966, April 23	4.1	8.0	3.5	8.3	1.5	2.5	4.5
March 19	4.8	9.0	4.1	9.9	1.7	2.5	6.0

\*Excludes inmates of institutions, members of the armed forces, Indians living on reserves and residents of the Yukon and Northwest Territories.

†The labour force as a percentage of the population 14 years of age and over.

‡The unemployed as a percentage of the labour force.

SOURCE: Labour Force Survey.

**TABLE A-3—Unemployed, Week Ended April 23, 1966**

	<i>April 1966</i>	<i>March 1966</i>	<i>April 1965</i>
(estimates in thousands)			
<b>TOTAL UNEMPLOYED</b> .....	298	341	371
On temporary layoff up to 30 days .....	24	26	26
Without work and seeking work.....	274	315	345
Seeking full-time work.....	263	299	330
Seeking part-time work.....	11	16	15
Seeking under 1 month.....	71	68	81
Seeking 1-3 months.....	95	140	111
Seeking 4-6 months.....	75	83	101
Seeking more than 6 months.....	33	24	52

SOURCE: Labour Force Survey.

**TABLE B-1 AND TABLES C-1 TO C-6**

These were unavailable at press time. The Employment Section of the Dominion Bureau of Statistics is engaged in a program of revision that will result in all indexes being placed on a 1961=100 time base, and all industry-classified employment and payroll data being compiled on the 1960 Standard Industrial Classification. The current statistics are compiled on a 1949=100 time base and the 1948 Standard Industrial Classification.

Until the DBS revision program is completed, statistical information forwarded for publication in the *LABOUR GAZETTE* will occasionally be late, and therefore will have to be held over for the next issue. We would ask our readers to please bear with us through this temporary dislocation.

—The Editors



## D-National Employment Service Statistics

Statistics presented in the following tables relate to registrations for employment and vacancies notified by employers at NES offices. These data are derived from reports prepared

in National Employment Service offices and processed in the Unemployment Insurance Section, DBS. See also Technical Note, page 67, Jan.-Feb. issue.

**TABLE D-1—Unfilled Vacancies and Registrations on Hand**

<i>Period</i>	<i>Unfilled Vacancies†</i>			<i>Registrations on Hand</i>		
	<i>Male</i>	<i>Female</i>	<i>Total</i>	<i>Male</i>	<i>Female</i>	<i>Total</i>
End of:						
May 1961.....	17,078	17,208	34,286	418,218	151,611	569,829
May 1962.....	22,026	20,999	43,025	329,391	126,461	455,852
May 1963.....	22,865	21,723	44,588	341,869	130,084	471,953
May 1964.....	30,955	23,676	54,631	319,268	126,509	445,777
May 1965.....	38,765	26,560	65,325	277,216	124,123	401,339
June 1965.....	36,285	24,739	61,024	238,646	144,684	383,330
July 1965.....	36,995	23,608	60,603	207,721	132,254	339,975
August 1965.....	40,318	30,236	70,554	173,158	111,601	284,759
September 1965.....	43,058	28,809	71,867	144,812	100,407	245,219
October 1965.....	38,929	23,901	62,830	155,644	104,993	260,637
November 1965.....	48,183	27,246	75,429	218,819	118,073	336,892
December 1965.....	30,037	20,866	50,903	316,440	125,750	442,190
January 1966.....	26,286	17,524	43,810	404,298	147,105	551,403
February 1966.....	26,192	18,699	44,891	414,592	149,214	563,806
March 1966.....	31,242	22,574	53,816	404,530	144,067	548,597
April 1966*.....	39,156	26,386	65,542	356,280	138,646	494,926
May 1966*.....	41,745	27,907	69,652	261,325	126,589	387,914

\*Latest figures subject to revision.

†Current Vacancies only. Deferred Vacancies are excluded.

SOURCE: National Employment Service.

**TABLE D-2—Registrations Received, Vacancies Notified and Placements Effected 1962-1965 and in April 1965-April 1966**

<i>Year and month</i>	<i>Registrations received</i>		<i>Vacancies notified</i>		<i>Placements effected</i>	
	<i>Male</i>	<i>Female</i>	<i>Male</i>	<i>Female</i>	<i>Male</i>	<i>Female</i>
1962—Year.....	3,177,423	1,171,111	1,010,365	544,795	897,285	438,471
1963—Year.....	2,912,511	1,130,539	938,052	507,910	790,381	387,728
1964—Year.....	2,894,099	1,170,889	1,030,199	530,575	845,696	395,380
1965—Year.....	2,741,172	1,165,713	1,088,752	545,951	865,445	392,277
1965—April.....	212,743	84,512	89,202	42,378	67,731	26,976
1965—May.....	191,819	86,629	103,280	47,189	81,804	32,057
June.....	227,386	112,387	96,397	48,555	79,344	34,544
July.....	213,029	105,862	91,126	48,495	73,347	38,034
August.....	203,613	98,611	102,786	60,863	78,643	42,910
September.....	204,572	102,142	116,261	55,870	90,690	41,419
October.....	192,182	92,918	92,067	39,869	73,120	29,113
November.....	276,347	113,148	116,125	47,977	84,320	31,113
December.....	303,524	102,536	72,004	45,614	70,786	42,187
1966—January.....	287,740	98,603	72,912	34,959	60,237	26,037
February.....	202,400	80,555	63,000	33,825	47,675	22,350
March.....	217,568	86,042	82,965	43,859	61,401	28,059
April*.....	188,255	80,682	84,319	39,441	62,133	24,787

\*Preliminary. SOURCE: National Employment Service.

**TABLE D-3—Placements Effected, by Industry and by Sex, in April 1966 (Preliminary)**

<i>Industry group</i>	<i>Male</i>	<i>Female</i>	<i>Total</i>	<i>Change from April 1965</i>	
AGRICULTURE, FISHING, TRAPPING.....	1,932	185	2,117	—	324
FORESTRY.....	938	26	964	—	203
MINING, QUARRYING AND OIL WELLS.....	963	57	1,020	—	9
Metal mining.....	614	9	623	+	18
Fuels.....	152	37	189	—	1
Non-metal mining.....	57	2	59	—	21
Quarrying, clay and sand pits.....	82	1	83	—	18
Prospecting.....	58	8	66	+	13
MANUFACTURING.....	16,241	6,603	22,844	—	160
Foods and beverages.....	1,769	1,003	2,772	—	226
Tobacco and tobacco products.....	31	2	33	—	14
Rubber products.....	174	75	249	—	97
Leather products.....	293	261	554	+	59
Textile products (except clothing).....	754	441	1,195	+	30
Clothing (textile and fur).....	408	1,505	1,913	—	84
Wood products.....	2,237	322	2,559	+	548
Paper products.....	1,237	274	1,511	+	6
Printing, publishing and allied industries.....	563	475	1,038	—	238
Iron and steel products.....	3,288	470	3,758	+	157
Transportation equipment.....	1,990	272	2,262	—	179
Non-ferrous metal products.....	574	188	762	—	91
Electrical apparatus and supplies.....	708	467	1,175	+	25
Non-metallic mineral products.....	561	93	654	—	114
Products of petroleum and coal.....	104	15	119	—	11
Chemical products.....	867	284	1,151	+	36
Miscellaneous manufacturing industries.....	683	456	1,139	+	33
CONSTRUCTION.....	9,876	163	10,039	—	1,146
General contractors.....	6,837	92	6,929	—	736
Special trade contractors.....	3,039	71	3,110	—	410
TRANSPORTATION, STORAGE AND COMMUNICATION.....	4,664	395	5,059	+	864
Transportation.....	3,867	197	4,064	+	676
Storage.....	598	48	646	+	96
Communication.....	199	150	349	+	92
PUBLIC UTILITY OPERATION.....	360	48	408	+	40
TRADE.....	9,053	4,425	13,478	—	666
Wholesale.....	3,970	1,188	5,158	+	66
Retail.....	5,083	3,237	8,320	—	732
FINANCE, INSURANCE AND REAL ESTATE.....	545	1,018	1,563	+	26
SERVICE.....	17,561	11,867	29,428	—	6,209
Community or public service.....	1,110	1,467	2,577	+	223
Government service.....	10,782	945	11,727	—	3,368
Recreation service.....	488	198	686	—	62
Business service.....	1,198	604	1,802	—	506
Personal service.....	3,983	8,653	12,636	—	2,496
GRAND TOTAL.....	62,133	24,787	86,920	—	7,787

SOURCE: National Employment Service.



**TABLE D-4—Registrations on Hand, by Occupation and by Sex, at April 29, 1966 (Preliminary)**

Occupational group	Registrations on hand		
	Male	Female	Total
Professional and managerial workers.....	7,645	2,482	10,127
Clerical workers.....	17,241	45,332	62,573
Sales workers.....	6,780	17,070	23,850
Personal and domestic service workers.....	39,125	26,473	65,598
Seamen.....	2,201	57	2,258
Agriculture, fishing, forestry (ex. log.).....	6,438	907	7,345
Skilled and semi-skilled workers.....	155,411	17,298	172,709
Food and kindred products (incl. tobacco).....	1,097	626	1,723
Textiles, clothing, etc.....	2,297	10,388	12,685
Lumber and lumber products.....	25,925	147	26,072
Pulp, paper (incl. printing).....	1,068	410	1,478
Leather and leather products.....	751	782	1,533
Stone, clay and glass products.....	403	37	440
Metalworking.....	8,740	899	9,639
Electrical.....	1,714	957	2,671
Transportation equipment.....	551	67	618
Mining.....	1,337	—	1,337
Construction.....	43,387	12	43,399
Transportation (except seamen).....	32,619	122	32,741
Communications and public utility.....	702	1	703
Trade and service.....	4,328	1,595	5,923
Other skilled and semi-skilled.....	19,936	917	20,853
Foremen.....	3,942	307	4,249
Apprentices.....	6,614	31	6,645
Unskilled workers.....	121,439	29,027	150,466
Food and tobacco.....	4,682	8,589	13,271
Lumber and lumber products.....	15,683	488	16,171
Metalworking.....	3,279	673	3,952
Construction.....	65,235	4	65,239
Other unskilled workers.....	32,560	19,273	51,833
GRAND TOTAL.....	356,280	138,646	494,926

SOURCE: National Employment Service.

**TABLE D-5—Registrations on Hand, by Local Office Areas, at April 29, 1966**

Registrations on Hand			Registrations on Hand			Registrations on Hand		
Office	Previous Year		Office	Previous Year		Office	Previous Year	
	* April 29, 1966	April 30, 1965		* April 29, 1966	April 30, 1965		* April 29, 1966	April 30, 1965
NEWFOUNDLAND.....	22,259	23,004	Liverpool.....	431	509	Saint John.....	2,860	3,717
Corner Brook.....	4,831	5,314	New Glasgow.....	2,505	2,656	St. Stephen.....	869	1,163
Grand Falls.....	2,927	3,135	Springhill.....	929	972	Sussex.....	629	505
St. John's.....	14,501	14,555	Sydney.....	4,202	4,247	Woodstock.....	1,500	1,540
PRINCE EDWARD ISLAND.....	4,160	4,817	Sydney Mines.....	1,441	1,432	QUEBEC.....	168,740	178,754
Charlottetown.....	2,659	3,215	Truro.....	2,048	1,861	Alma.....	2,094	2,543
Summerside.....	1,501	1,602	Yarmouth.....	2,046	2,389	Asbestos.....	645	753
NOVA SCOTIA.....	24,624	25,542	NEW BRUNSWICK.....	26,585	29,711	Baie Comeau.....	1,498	1,497
Amherst.....	911	927	Bathurst.....	4,248	5,173	Beauharnois.....	989	1,063
Bridgewater.....	1,411	1,337	Campbellton.....	2,557	2,965	Buckingham.....	1,102	1,290
Halifax.....	5,265	5,535	Edmundston.....	2,299	2,566	Causapscal.....	2,598	2,946
Inverness.....	977	1,135	Fredericton.....	1,596	1,952	Chandler.....	2,697	2,187
Kentville.....	2,458	2,542	Minto.....	380	414	Chicoutimi.....	2,270	2,166
			Moncton†.....	6,719	6,450	Cowansville.....	476	431
			Newcastle.....	2,928	3,266	Dolbeau.....	1,909	2,331

TABLE D-5—Registrations on Hand, by Local Office Areas, at April 29, 1966 (Concluded)

Registrations on Hand			Registrations on Hand			Registrations on Hand		
Office	Previous Year		Office	Previous Year		Office	Previous Year	
	* April 29, 1966	April 30, 1965		* April 29, 1966	April 30, 1965		* April 29, 1966	April 30, 1965
Drummondville.....	2,402	2,172	Fort Erie.....	354	313	MANITOBA.....	21,256	25,580
Farnham.....	531	493	Fort Frances.....	735	998	Brandon.....	1,925	2,251
Forestville.....	1,412	1,119	Fort William.....	1,895	2,221	Dauphin.....	1,221	1,544
Gaspé.....	2,063	1,876	Galt.....	871	1,321	Flin Flon.....	201	219
Granby.....	1,808	1,990	Gananoque.....	244	269	Portage la Prairie.....	870	1,208
Hull.....	4,459	4,510	Goderich.....	292	389	The Pas.....	303	477
Joliette.....	2,856	3,841	Guelph.....	1,018	1,023	Winnipeg.....	16,736	19,881
Jonquière.....	2,133	2,437	Hamilton.....	10,296	9,611	SASKATCHEWAN.....	14,916	19,023
Lachute.....	613	822	Hawkesbury.....	826	820	Estevan.....	244	373
Lac-Mégantic.....	1,595	1,683	Kapuskasing.....	1,369	1,375	Lloydminster.....	368	452
La Malbaie.....	2,369	2,231	Kenora.....	1,398	1,805	Moose Jaw.....	1,009	1,434
La Tuque.....	1,012	996	Kingston.....	1,866	1,793	North Battleford.....	1,024	1,326
Lévis.....	3,733	3,854	Kirkland Lake.....	903	1,026	Prince Albert.....	2,172	2,486
Louiseville.....	1,105	1,126	Kitchener.....	1,800	1,898	Regina.....	3,613	4,918
Magog.....	804	825	Leamington.....	850	651	Saskatoon.....	3,975	4,760
Maniwaki.....	1,192	1,590	Lindsay.....	604	667	Swift Current.....	581	788
Matane.....	3,398	3,343	Listowel.....	144	243	Weyburn.....	222	364
Mont-Laurier.....	1,013	1,295	London.....	3,928	4,137	Yorkton.....	1,708	2,122
Montmagny.....	2,160	2,378	Long Branch.....	2,702	3,158	ALBERTA.....	23,593	30,751
Montréal.....	46,345	48,104	Midland.....	752	961	Blairmore.....	372	582
New Richmond.....	1,848	2,018	Napanee.....	560	528	Calgary.....	6,451	8,633
Port Alfred.....	1,066	1,266	New Liskeard.....	408	404	Drumheller.....	385	529
Québec.....	14,440	13,874	Newmarket.....	969	1,206	Edmonton.....	10,731	13,355
Rimouski.....	4,160	4,564	Niagara Falls.....	1,823	1,615	Edson.....	379	443
Rivière-du-Loup.....	5,675	5,497	North Bay.....	1,519	1,668	Grande Prairie.....	1,172	1,576
Roberval.....	2,130	1,784	Oakville.....	596	628	Lethbridge.....	1,734	2,415
Rouyn.....	3,184	3,872	Orillia.....	819	924	Medicine Hat.....	882	1,203
Ste. Agathe des Monts..	1,165	1,465	Oshawa.....	3,650	3,913	Red Deer.....	1,487	2,015
Ste. Anne de Bellevue...	891	1,156	Ottawa.....	5,986	6,275	BRITISH COLUMBIA...	53,485	53,649
Ste. Thérèse.....	1,793	2,020	Owen Sound.....	1,081	1,230	Abbotsford.....	660	772
St. Hyacinthe.....	1,623	1,942	Parry Sound.....	293	475	Chilliwack.....	1,351	1,380
St. Jean.....	1,891	2,245	Pembroke.....	1,600	1,934	Courtenay.....	761	572
St. Jérôme.....	1,786	1,758	Perth.....	464	757	Cranbrook.....	1,211	1,160
Sept-Îles.....	1,800	1,961	Peterborough.....	2,128	2,734	Dawson Creek.....	1,489	1,575
Shawinigan.....	3,989	4,486	Pictou.....	314	383	Duncan.....	335	468
Sherbrooke.....	5,426	5,678	Port Arthur.....	3,461	4,210	Kamloops.....	2,056	1,910
Sorel.....	1,542	2,150	Port Colborne.....	490	515	Kelowna.....	1,550	1,947
Thetford Mines.....	1,630	1,545	Prescott.....	488	713	Nanaimo.....	703	572
Trois-Rivières.....	4,274	4,414	Renfrew.....	356	507	Nelson.....	714	855
Val-d'Or.....	2,294	2,693	St. Catharines.....	3,413	2,947	New Westminster.....	6,733	6,689
Valleyfield.....	1,765	2,556	St. Thomas.....	655	849	Penticton.....	1,736	2,121
Victoriaville.....	1,724	2,461	Sarnia.....	1,501	1,950	Port Alberni.....	443	594
Ville St. Georges.....	3,363	3,457	Sault Ste. Marie.....	2,409	2,521	Prince George.....	2,787	2,727
ONTARIO.....	135,308	149,122	Simcoe.....	955	1,233	Prince Rupert.....	1,495	1,461
Arnprior.....	225	360	Smiths Falls.....	407	508	Quesnel.....	1,310	1,634
Barrie.....	1,273	1,285	Stratford.....	321	564	Trail.....	649	859
Belleville.....	1,614	1,956	Sturgeon Falls.....	691	834	Vancouver.....	21,462	20,750
Bracebridge.....	990	1,238	Sudbury.....	3,458	3,695	Vernon.....	1,837	2,010
Brampton.....	1,063	1,346	Tillsonburg.....	527	668	Victoria.....	3,849	3,068
Brantford.....	1,980	1,619	Timmins.....	1,995	2,502	Whitehorse.....	354	525
Brockville.....	394	472	Toronto.....	34,889	39,851	CANADA.....	494,926	539,953
Carleton Place.....	255	464	Trenton.....	670	799	Males.....	356,280	397,193
Chatham.....	1,479	1,278	Walkerton.....	376	527	Females.....	138,646	142,760
Cobourg.....	555	620	Wallaceburg.....	426	443			
Collingwood.....	778	854	Welland.....	1,682	1,743			
Cornwall.....	2,015	2,371	Weston.....	2,435	2,836			
Elliot Lake.....	360	436	Windsor.....	5,305	4,414			
			Woodstock.....	360	641			

\*Preliminary. †Includes registrations reported by the Îles-de-Madeleine, Que. local office. SOURCE: National Employment Service.



## E—Unemployment Insurance

Unemployment insurance statistics are concerned with numbers of persons covered by insurance and claimants for benefit at Unemployment Insurance Commission local offices. The data are compiled in the Unemployment Insurance Section, DBS, from information supplied by the UIC. The

source for Tables E-1 to E-4 is *The Statistical Report on the Operation of the Unemployment Insurance Act*, published by the Dominion Bureau of Statistics. For further information regarding the nature of the data see Technical Note, page 323, June issue.

**TABLE E-1**—Estimates of the Insured Population under the Unemployment Insurance Act

<i>End of</i>	<i>Total</i>	<i>Employed</i>	<i>Claimants</i>
1966—February.....	4,831,000	4,300,500	530,500
January.....	4,794,000	4,282,200	511,800
1965—December.....	4,821,000	4,403,000	418,000
November.....	4,754,000	4,509,400	244,600
October.....	4,680,000	4,509,600	170,400
September.....	4,678,000	4,520,700	157,300
August.....	4,696,000	4,523,500	172,500
July.....	4,650,000	4,465,600	184,400
June.....	4,601,000	4,420,300	180,700
May.....	4,514,000	4,284,500	229,500
April.....	4,594,000	4,131,100	462,900
March.....	4,626,000	4,087,000	539,000
February.....	4,605,000	4,045,800	559,200

**TABLE E-4**—Benefit Payments, by Province, March 19, 1966

<i>Province</i>	<i>Weeks Paid*</i>	<i>Amount of Benefit Paid</i>
Newfoundland.....	138,154	\$3,447,922
Prince Edward Island.....	29,057	687,161
Nova Scotia.....	121,041	2,871,821
New Brunswick.....	119,796	2,857,962
Quebec.....	577,889	14,792,324
Ontario.....	459,359	11,362,082
Manitoba.....	80,889	2,008,959
Saskatchewan.....	64,845	1,593,113
Alberta.....	76,785	1,907,710
British Columbia (including Yukon Territory).....	179,624	4,627,675
Total, Canada, March 1966.....	1,847,439	46,156,729
Total, Canada, February 1966.....	1,762,440	44,299,219
Total, Canada, March 1965.....	2,235,905	55,589,404

\*"Weeks paid" represents the total of complete and partial weeks of benefit paid during the month.

**TABLE E-3**—Initial and Renewal Claims for Benefit, by Province, March 1966

<i>Province</i>	<i>Claims filed at Local Offices</i>			<i>Disposal of Claims and Claims Pending at End of Month</i>			
	<i>Total*</i>	<i>Initial</i>	<i>Renewal</i>	<i>Total Disposed of †</i>	<i>Entitled to Benefit</i>	<i>Not Entitled to Benefit</i>	<i>Pending</i>
Newfoundland.....	6,267	5,145	1,122	5,813	4,791	1,022	1,987
Prince Edward Island.....	1,158	964	194	1,141	984	157	365
Nova Scotia.....	7,457	5,767	1,690	7,328	6,075	1,253	2,035
New Brunswick.....	8,976	7,221	1,755	8,495	7,346	1,149	2,628
Quebec.....	56,890	43,555	13,335	60,342	48,960	11,382	17,850
Ontario.....	44,056	33,550	10,506	47,542	36,009	11,533	13,524
Manitoba.....	5,641	4,688	953	6,008	4,816	1,192	1,194
Saskatchewan.....	3,983	3,358	625	4,064	3,260	804	1,157
Alberta.....	7,279	5,659	1,620	7,195	5,458	1,737	2,222
British Columbia (incl. Yukon Territory).....	17,318	11,509	5,809	16,620	12,666	3,954	5,341
Total, Canada, March 1966.....	159,025	121,416	37,609	164,548	130,365	34,183	48,303
Total, Canada, February 1966.....	150,272	118,674	31,598	169,972	128,152	41,820	53,826
Total, Canada, March 1965.....	183,166	135,353	47,813	180,583	149,015	31,568	60,914

\*In addition, revised claims received numbered 45,609. †In addition, 48,243 revised claims were disposed of. Of these, 4,575 were special requests not granted and 2,549 appeals by claimants. There were 9,743 revised claims pending at the end of the month.

**TABLE E-2—Claimants Currently Reporting to Local Offices by Number of Weeks on Claim, Province and Sex, March 31, 1966**

Province and Sex	Total Claimants	Number of weeks on claim (based on 20 per cent sample)				Total Claimants	
		1-4	5-13	14-26	27 or more*	Feb. 28 1966	Mar. 31 1965
CANADA.....	498,013	149,181	186,294	137,242	25,296	530,450	538,978
Male.....	377,441	116,023	144,209	104,081	13,128	402,315	413,131
Female.....	120,572	33,158	42,085	33,161	12,168	128,135	125,847
Newfoundland.....	31,283	6,805	11,495	12,452	531	35,401	31,825
Male.....	29,095	6,274	10,698	11,839	284	33,464	29,952
Female.....	2,188	531	797	613	247	1,937	1,873
Prince Edward Island.....	6,364	874	2,317	3,108	65	6,631	6,402
Male.....	5,202	690	1,953	2,532	27	5,579	5,223
Female.....	1,162	184	364	576	38	1,052	1,179
Nova Scotia.....	32,900	7,329	13,690	10,241	1,640	34,345	33,606
Male.....	27,507	5,795	11,732	8,798	1,182	28,698	28,048
Female.....	5,393	1,534	1,958	1,443	458	5,647	5,558
New Brunswick.....	33,448	7,056	12,435	12,627	1,330	34,176	34,143
Male.....	27,624	6,196	10,711	9,952	765	27,558	28,337
Female.....	5,824	860	1,724	2,675	565	6,618	5,806
Quebec.....	162,185	54,677	62,129	38,111	7,268	163,891	178,791
Male.....	132,100	45,819	52,751	29,758	3,772	130,284	146,304
Female.....	30,085	8,858	9,378	8,353	3,496	33,607	32,487
Ontario.....	129,320	41,665	46,147	31,571	9,937	142,709	134,385
Male.....	82,666	27,658	30,031	20,058	4,919	94,283	88,012
Female.....	46,654	14,007	16,116	11,513	5,018	48,426	46,373
Manitoba.....	20,323	5,030	8,157	6,166	970	22,053	26,512
Male.....	15,299	3,813	6,062	4,871	553	16,714	20,516
Female.....	5,024	1,217	2,095	1,295	417	5,339	5,996
Saskatchewan.....	15,507	3,183	5,934	5,791	599	17,857	18,779
Male.....	11,646	2,445	4,569	4,388	244	13,474	14,662
Female.....	3,861	738	1,365	1,403	355	4,383	4,117
Alberta.....	19,190	6,201	7,414	4,716	859	23,073	27,185
Male.....	13,514	4,675	5,154	3,355	330	16,998	20,495
Female.....	5,676	1,526	2,260	1,361	529	6,075	6,690
British Columbia.....	47,493	16,361	16,576	12,459	2,097	50,314	47,350
Male.....	32,788	12,658	10,548	8,530	1,052	35,263	31,582
Female.....	14,705	3,703	6,028	3,929	1,045	15,051	15,768

\*The bulk of the cases in this group were on claim from 27-39 weeks.

NOTE: Values less than 50 subject to relatively large sampling variability.



## F—Prices

**TABLE F-1—Total and Main Components of the Consumer Price Index**

	Total	Food	Housing	Clothing	Trans- portation	Health and Personal Care	Recreation and Reading	Tobacco and Alcohol
(1949 = 100)								
1960—Year.....	129.0	122.2	132.7	110.9	140.3	154.5	144.3	115.8
1961—Year.....	129.2	124.0	133.2	112.5	140.6	155.3	146.1	116.3
1962—Year.....	130.7	126.2	134.8	113.5	140.4	158.3	147.3	117.8
1963—Year.....	133.0	130.3	136.2	116.3	140.4	162.4	149.3	118.1
1964—Year.....	135.4	132.4	138.4	119.2	142.0	167.8*	151.8	120.2
1965—May.....	138.0	134.5	140.0	121.0	146.8	175.6	154.6	122.5
June.....	139.0	137.6	140.6	121.1	147.0	175.4	155.0	122.5
July.....	139.5	139.0	141.1	121.1	147.0	175.4	154.6	122.5
August.....	139.4	137.8	141.2	120.7	147.9	175.8	154.6	122.6
September.....	139.1	136.4	141.5	121.4	148.7	176.0	154.0	122.6
October.....	139.3	135.7	141.6	123.2	148.7	177.0	154.2	122.6
November.....	140.2	138.2	142.0	123.7	148.7	177.9	155.0	122.3
December.....	140.8	139.6	142.4	123.8	148.8	177.9	155.4	122.3
1966—January.....	141.2	140.6	142.9	122.7	149.1	178.1	155.4	123.1
February.....	142.1	142.5	143.1	123.3	150.0	178.1	156.4	123.4
March.....	142.4	143.4	143.3	124.2	150.0	178.1	156.6	123.4
April.....	143.2	143.7	143.8	125.3	150.7	179.2	157.6	125.0
May.....	143.4	143.8	144.2	125.0	151.1	180.7	159.2	125.1

NOTE: 1960 figures are 1947-48 weighted; figures for 1961 *et seq* are 1957 weighted.

\*Revised. Revision based on an adjustment from October 1964 in the prepaid medical care component, resulting from revised weights for group and non-group rates in Quebec and Ontario.

Calculated by the Dominion Bureau of Statistics.

**TABLE F-2—Consumer Price Indexes for Regional Cities of Canada at the Beginning of April 1966**

	All-Items			Food	Housing	Clothing	Trans- portation	Health and Personal Care	Recreation and Reading	Tobacco and Alcohol
	April 1965	March 1966	April 1966							
(1949=100)										
St. John's, Nfld.....	122.7	124.8	125.3	125.0	116.6	118.5	122.4	167.4	150.6	116.1
Halifax.....	133.5	136.9	137.9	139.5	135.3	134.0	141.0	175.9	174.2	126.5
Saint John.....	136.1	138.8	139.7	140.1	135.7	132.4	148.4	195.5	158.8	126.6
Montreal.....	136.8	141.1	141.6	149.0	137.8	116.3	167.5	186.2	160.4	128.0
Ottawa.....	137.3	142.0	143.4	145.8	139.4	130.7	165.4	188.6	152.2	132.6
Toronto.....	138.9	144.5	145.8	144.3	144.7	133.9	151.4	178.7	194.1	129.9
Winnipeg.....	134.8	138.8	138.7	142.3	130.6	131.5	141.4	191.7	146.3	138.5
Saskatoon-Regina.....	131.1	135.0	135.2	140.1	129.2	137.5	137.7	156.4	153.9	125.3
Edmonton-Calgary.....	128.9	132.9	133.3	132.4	129.1	134.5	135.2	181.1	147.5	120.9
Vancouver.....	134.5	137.9	137.5	138.4	135.7	127.8	151.6	156.5	156.8	123.9

\*St. John's index on the base June 1951 = 100.

NOTE: Indexes above measure percentage changes in prices over time in each city and should not be used to compare actual levels of prices as between cities.

## G—Strikes and Lockouts

Statistical information on work stoppages in Canada is compiled by the Economics and Research Branch of the Department of Labour on the basis of reports from the National Employment Service. The first three tables in this section cover strikes and lockouts which amount to ten or more man-days. The number of workers involved includes all

workers reported on strike or locked out, whether or not they all belonged to the union directly involved in the disputes leading to the work stoppages. Workers indirectly affected, such as those laid off as a result of a work stoppage, are not included. For further notes on the series, see page 74, Jan.-Feb. issue.

**TABLE G-1—Strikes and Lockouts, 1961-1966**

Month or Year	Strikes and Lockouts Beginning During Month or Year	Strikes and Lockouts in Existence During Month or Year			
		Strikes and Lockouts	Workers Involved	Duration in Man-Days	
				Man-Days	Per Cent of Estimated Working Time
1961.....	272	287	97,959	1,335,080	0.11
1962.....	290	311	74,332	1,417,900	0.11
1963.....	318	332	83,428	917,410	0.07
1964.....	327	343	100,535	1,580,550	0.11
*1965.....	452	476	171,858	2,323,750	0.17
*1965—April.....	36	66	11,612	121,510	0.11
May.....	28	56	17,018	155,490	0.14
June.....	85	109	43,310	275,530	0.22
July.....	52	99	33,691	326,070	0.26
August.....	37	83	27,196	243,550	0.20
September.....	46	92	21,012	216,080	0.18
October.....	39	87	16,080	161,560	0.15
November.....	29	78	11,387	107,760	0.08
December.....	21	58	9,185	86,460	0.07
*1966—January.....	32	66	15,878	139,450	0.12
February.....	33	76	18,403	237,920	0.21
March.....	54	90	30,079	354,250	0.27
April.....	64	108	50,838	441,130	0.38

\* Preliminary.

**TABLE G-2—Strikes and Lockouts, April 1966, by Industry (Preliminary)**

Industry	Strikes and Lockouts	Workers Involved	Man-Days
Forestry.....	1	8	120
Mines.....	6	2,197	11,960
Manufacturing.....	62	17,342	172,350
Construction.....	19	17,230	64,550
Transpn. & utilities.....	9	11,148	151,070
Trade.....	7	250	4,730
Finance.....	—	—	—
Service.....	4	2,663	36,350
Public administration.....	—	—	—
ALL INDUSTRIES.....	108	50,838	441,130

**TABLE G-3—Strikes and Lockouts, April 1966, by Jurisdiction (Preliminary)**

Jurisdiction	Strikes and Lockouts	Workers Involved	Man-Days
Newfoundland.....	—	—	—
Prince Edward Island.....	2	576	6,570
Nova Scotia.....	4	1,617	5,510
New Brunswick.....	3	319	440
Quebec.....	28	26,060	217,650
Ontario.....	48	11,054	86,330
Manitoba.....	2	701	3,650
Saskatchewan.....	2	429	4,500
Alberta.....	1	329	490
British Columbia.....	12	607	3,160
Federal.....	6	9,146	112,830
ALL JURISDICTIONS.....	108	50,838	441,130



**TABLE G-4—Strikes and Lockouts Involving 100 or More Workers, April 1966 (Preliminary)**

Industry, Employer — Location	Union	Workers Involved	Duration in Man-Days		Starting Date — Termination Date		Major Issues — Result
			April	Accumulated			
MINES							
Metal							
Craigmont Mines Ltd., Merritt, B.C.	Steelworkers Loc. 6523 (AFL-CIO/CLC)	130	130	10,820	Oct. 1 Apr. 4	Wages, hours—Wages increase, 40 hours per week guaranteed.	
Caland Ore Company Ltd., Atikokan, Ont.	Steelworkers Loc. 5855 (AFL-CIO/CLC)	230	2,300	10,080	Feb. 16 Apr. 15	Wages, compulsory overtime, vacations, seniority—15¼c an hr. increase first yr., 7½c 2nd.-yr., shift differential increase in 2nd.- yr., and 3rd.-yr., with Sunday premium; improved pension and welfare plan.	
Mineral Fuels							
Dominion Coal Company, Glance Bay, N.S.	Mine Workers District 26 Loc. 4529 (Ind.)	1,210	4,840	4,840	Apr. 19 Apr. 25	Alleged unsafe condition of equipment—Return of workers when conditions improved.	
MacBean Mine-Acadia Coal Co., Thorburn, N.S.	Mine Workers Loc. 8672 (Ind.)	394	520	520	Apr. 22 Apr. 25	Disagreement between overman and workers—Return of work- ers, dispute will be discussed by union committee.	
Non-Metal							
Canadian Rock Salt Co. Ltd., Ojibway, Ont.	Auto Workers Local 195 (AFL-CIO/CLC)	165	2,810	11,410	Jan. 25 Apr. 27	Wages—12c an hr. increase im- mediately, 8c Jan. 1, 1967, 7c Jan. 1, 1968 for unskilled; 16c an hr. immediately, 10c Jan. 1, 1967, 9c Jan. 1, 1968 for skilled; settlement pay, shift premium increased; 2 additional holidays; improved health and welfare plan.	
MANUFACTURING							
Food and Beverages							
Coca-Cola Canada Ltd., Various locations, Quebec.	Brewery Workers Locs. 239 and 327 (AFL-CIO/CLC)	827	13,230	65,330	Sept. 28 Apr. 26	Wages—\$27 to \$31 weekly in- crease for plant workers, \$23 for salesmen, retroactive pay.	
Nestle (Canada) Ltd., Chesterville, Ont.	Retail, Wholesale Employees Loc. 488 (AFL-CIO/CLC)	122	430	510	Mar. 31 Apr. 6	Discharge of two employees following disagreement with em- ployer—Return of workers.	
Leather							
Acton Shoe Company Ltd., Acton Vale, Que.	United Textile Workers Loc. 1654 (AFL-CIO/CLC)	234	2,570	10,300	Feb. 17 Apr. 19	Wages, hours—4c an hr. in- crease in 1966, 4c in 1967, 7c in 1968; 7 paid holidays in 1966, 8 in 1967, 9 in 1968. Annual vacations: 3 weeks for 20 years or more in 1966, 3 weeks for 18 years or more in 1967, 3 weeks for 15 years or more in 1968, Rand formula.	

**TABLE G-4—Strikes and Lockouts Involving 100 or More Workers, April 1966 (Preliminary) (Continued)**

Industry, Employer — Location	Union	Workers Involved	Duration in Man-Days		Starting Date — Termination Date		Major Issues — Result
			April	Accumulated			
<i>Textiles</i>							
Dominion Textile Co. Ltd. Drummondville, Que.	Textile Federation (CNTU)	700	14,000	24,590	Mar. 11 —	Alleged slowness in production by workers—	
Domil Ltd., Sherbrooke, Que.	Textile Federation (CNTU)	825	15,820	15,820	Apr. 1 —	Wages—	
Dominion Textile Co., Sherbrooke, Que.	Textile Federation (CNTU)	534	10,160	10,160	Apr. 1 —	Wages, working conditions, seniority—	
Dominion Textile Co. Ltd., Magog, Que.	Textile Federation (CNTU)	2,450	31,850	31,850	Apr. 13 —	Wages—	
Dominion Textile Co., St-Grégoire, Cté. Montmorency, Que.	Textile Federation (CNTU)	982	11,780	11,780	Apr. 13 —	Wages—	
Canadian Industries Ltd., Toronto, Ont.	District 50 (U.M.W.A.) Loc. 13286 (Ind.)	300	550	550	Apr. 19 Apr. 21	Disciplinary suspension of one worker—Return of workers.	
Dominion Dyeing & Printing Co. Ltd., Drummondville, Que.	Laundry Workers Loc. 7 (CLC)	263	1,450	1,450	Apr. 22 —	Wages, hours—	
Montrose Worsted Mills Inc., Granby, Que.	Textile Federation (CNTU)	265	400	400	Apr. 24 Apr. 26	Delay in signing agreement— Return of workers when assured that negotiations would be resumed.	
<i>Furniture and Fixtures</i>							
Sunshine Office Equipment Waterloo, Ont.	Steelworkers Loc. 3292 (AFL-CIO/CLC)	419	2,510	5,020	Mar. 24 Apr. 11	Wages in a renewed contract— Wage increase.	
<i>Paper</i>							
Canada Glazed Papers Ltd., Scarborough, Ont.	Printing Pressmen Loc. 466 (AFL-CIO/CLC)	186	1,760	1,760	Apr. 12 Apr. 26	Wages—3% increase retroactive to Nov. 21, 1965, 6% Apr. 25, 1966, 10c an hr. Nov. 21, 1966, 2c an hr. increase on shift bonus Apr. 23, 1966, 1c Nov. 21, 1966; 4 weeks vacations after 20 years.	
<i>Printing and Publishing</i>							
The Star, Telegram and Globe & Mail, Toronto, Ont.	Typographical Union Loc. 91 (AFL-CIO/CLC)	420	8,480	210,420	July 9 1964	Working conditions as affected by computers, job security, union membership—	
<i>Primary Metals</i>							
Page Hersey Tubes and Camrose Tubes, Welland, Ont.	U.E. Loc. 523 (Ind.)	800	4,800	34,100	Feb. 22 Apr. 12	Wages, health and welfare provi- sions, shift bonuses, vacations— 11c an hr. increase for unskilled workers, 14c-17c-19c an hr. for skilled workers from Nov. 1, 1965; 2 weeks vacation after 1 year, 3 weeks after 10 years, 4 weeks after 20 years, 5 weeks after 30 years, improved health and welfare provisions.	



**TABLE G-4—Strikes and Lockouts Involving 100 or More Workers, April 1966 (Preliminary) (Continued)**

Industry, Employer — Location	Union	Workers Involved	Duration in Man-Days		Starting Date — Termination Date		Major Issues — Result
			April	Accumulated			
Premier Steel Mills, Edmonton, Alta.	Steelworkers Loc. 5220 (AFL-CIO/CLC)	329	490	490	Apr. 5 Apr. 6	Dissatisfaction with disciplinary procedures.—Return of workers.	
Page Hersey Tubes (Stelco), Welland, Ont.	U.E. Loc. 523 (Ind.)	225	230	230	Apr. 15 Apr. 16	Refusal by 5 workers to load non-union truck—Union per- suaded men to return to work.	
Quebec Iron & Titanium Corp., Tracy, Que.	Metal Trades' Federation (CNTU)	1,080	7,560	7,560	Apr. 20 Apr. 30	Wages, pension plan—10c an hr. increase retroactive Mar. 18, 1965, 32c an hr. increase over a three yr. period; Rand formula, pension funds \$165 paid for each year of service.	
<i>Metal Fabricating</i>							
Anthes Eastern Ltd., St. Catharines, Ont.	Auto Workers Loc. 199 (AFL-CIO/CLC)	321	1,280	4,170	Mar. 21 Apr. 7	Wages in a renewed agreement— Wage increase, improved pen- sion, other benefits.	
Eaton Yale & Towne Inc., St. Catharines, Ont.	U.E. Loc. 535 (Ind.)	163	80	80	Apr. 20 Apr. 21	Dissatisfaction with incentive program introduced by company —Return of workers.	
Manitoba Bridge & Engineering Works, Winnipeg, Man.	Steelworkers Loc. 4087 (AFL-CIO/CLC)	360	1,560	1,560	Apr. 22 —	Wages, fringe benefits—	
Dominion Bridge Co. Ltd., Winnipeg, Man.	Steelworkers Loc. 4095 (AFL-CIO/CLC)	341	1,710	1,710	Apr. 23 —	Wages—	
<i>Machinery</i>							
Arcan Eastern Ltd., Hamilton, Ont.	Steelworkers Loc. 6203 (AFL-CIO/CLC)	139	210	210	Apr. 4 Apr. 5	Working conditions—Return of workers.	
<i>Transportation Equipment</i>							
Sicard Inc., Ste-Thérèse, Que.	Auto Workers Loc. 728 (AFL-CIO/CLC)	248	4,220	15,330	Jan. 31 Apr. 27	Wages—20c an hr. increase im- mediately, 8c Mar. 27, 1967, 8c Oct. 2, 1967, 8c Mar. 25, 1968, 8c Sep. 30, 1968; 42½ hrs. per week until Jan. 27, 1969 then 41¼ hours; 1 week vacation up to 3 years, 2 weeks from 3-10, 3 weeks from 10-20, 4 weeks after 20 years.	
Montreal Automobile Dealers Assn., Montreal, Que.	Railway, Transport and General Workers Loc. 511 (CLC)	392	390	8,780	Mar. 2 Apr. 4	Wages, hours, seniority—90c an hr. increase over a 3-yr. agree- ment.	
Montreal Locomotive Works, Montreal, Que.	Steelworkers Loc. 4589 (AFL-CIO/CLC)	608	9,120	11,550	Mar. 28 Apr. 25	Wages, vacations, retirement age reduced from 67 to 65—10c to 25c an hr. increase the first yr. 10c an hr. second yr. and 8c to 13c the third yr.	
Tung Sol International Limited, Bramalea, Ont.	U.E. Loc. 513 (Ind.)	150	1,930	1,930	Apr. 12 —	Wages, fringe benefits—	

TABLE G-4—Strikes and Lockouts Involving 100 or More Workers, April 1966 (Preliminary) (Continued)

Industry, Employer — Location	Union	Workers Involved	Duration in Man-Days		Starting Date — Termination Date	Major Issues — Result
			April	Accumulated		
Orenda Engines Division Hawker-Siddeley Canada, Malton, Ont.	Machinists Loc. 717 (AFL-CIO/CLC)	1,102	1,380	1,380	Apr. 28 —	Working conditions—Return of workers.
Truck Engineering Co. Ltd., Woodstock, Ont.	Auto Workers Loc. 636 (AFL-CIO/CLC)	182	90	90	Apr. 29 —	Wages, fringe benefits, wording of contract—
<i>Electrical Products</i>						
I.T.E. Circuit Breaker (Can) Ltd., Cooksville, Ont.	I.U.E. Loc. 1590 (AFL-CIO/CLC)	240	3,360	3,360	Apr. 4 Apr. 25	Wages — 8-21c an hr. increase according to classification retro- active to Dec. 1965, 11-24c an hr. Apr. 25, 1966, 8-10c Dec. 5, 1966; one half day before Christmas, improved group in- surance, increase vacation pay-
Moloney Electric Co. of Canada, Toronto, Ont.	I.U.E. Loc. 536 (AFL-CIO/CLC)	111	220	220	Apr. 21 Apr. 25	Delay in signing new agreement —Return of workers pending further negotiations.
Lenkurt Electric Co. of Canada, North Burnaby, B.C.	I.B.E.W. Loc. 213 (AFL-CIO/CLC)	275	760	760	Apr. 27 —	Overtime work—
<i>Non-Metallic Mineral Products</i>						
Concreters Ready-Mix Ltd., Various locations, Quebec.	Building Trades Federation (CNTU)	170	3,400	19,040	Nov. 22 —	Wages, seniority—
Beer Precast Concrete Ltd., Scarborough, Ont.	Labourers Loc. 506 (AFL-CIO/CLC)	103	1,650	6,660	Jan. 12 Apr. 26	Welfare plan, retroactive pay— 10c an hr. increase retroactive to Apr. 30, 1965, 15c an hr. Apr. 26, 1966, 5c May 1, 1966, 10c May 1, 1967; 4% vacation pay, 4 additional statutory holidays.
Various glass contractors, Vancouver and area, B.C.	Painters Loc. 1527 (AFL-CIO/CLC)	120	720	720	Apr. 22 —	Wages—
<i>Miscellaneous Manufacturing</i>						
Canada Cycle and Motor Co., Weston, Ont.	Auto Workers Loc. 28 (AFL-CIO/CLC)	372	1,120	8,410	Mar. 4 Apr. 6	Delay in signing new agreement —From 7½c to 20c per hr. wage increase according to classifica- tion.
Union Carbide Canada Ltd., Lindsay, Ont.	Printing Pressmen Loc. 512 (AFL-CIO/CLC)	310	2,490	2,490	Apr. 19 —	Wages—
<b>CONSTRUCTION</b>						
Various construction contractors, Sudbury and area, Ont.	Plumbers Loc. 800 (AFL-CIO/CLC)	104	2,080	5,420	Feb. 10 —	Wages—
Hydro-Quebec, Various locations, Quebec.	Building Workers Federation (CNTU)	3,155	26,290	47,370	Mar. 15 Apr. 18	Alleged unjust firing of three workers following grievances against foreman—Return of workers.



**TABLE G-4—Strikes and Lockouts Involving 100 or More Workers, April 1966 (Preliminary) (Continued)**

Industry, Employer — Location	Union	Workers Involved	Duration in Man-Days		Starting Date — Termination Date	Major Issues — Result
			April	Accumulated		
Various sheetmetal contractors, Regina and area, Sask.	Sheet Metal Workers Loc. 296 (AFL-CIO/CLC)	220	2,200	2,200	Apr. 1 Apr. 18	Wages—23c an hr. increase eff. Apr. 1, 1966, 15c Oct. 1, 1966, 20c Apr. 1, 1967, 15c Oct. 1, 1967, 15c Apr. 1, 1968, 20c Oct. 1, 1968.
Various plumbing and heating contractors, Regina and area, Sask.	Plumbers Loc. 179 (AFL-CIO/CLC)	209	2,300	2,300	Apr. 1 Apr. 19	Wages—25c an hr. increase eff. Apr. 1, 1966, 10c Oct. 1, 1966, 20c Apr. 1, 1967, 15c Oct. 1, 1967, 20c Apr. 1, 1968, 15c Oct. 1, 1968.
Ralph M. Parsons and Fischback & Moore of Canada Ltd., Hoyle, Ont.	Various unions	1,200	600	600	Apr. 4 Apr. 4	Dismissal of one employee for cause, double time after 44 hours—Return of workers pending a grievance report.
Ralph M. Parsons & Mannix Co., Hoyle, Ont.	Labourers Loc. 493 (AFL-CIO/CLC)	700	1,400	1,400	Apr. 6 Apr. 11	Wages—Return of workers.
Ralph M. Parsons Construction Co., Kidd Creek, Ont.	Labourers Loc. 493 (AFL-CIO/CLC)	315	1,260	1,260	Apr. 6 Apr. 13	In sympathy with Hoyle strike— Return of workers.
Various construction contractors, Montreal and area, Que.	Building Workers' Federation (CNTU)	10,000	20,000	20,000	Apr. 13 Apr. 18	Wages, working conditions— 10c to 20c per hr. for unskilled workers, 10c to 25c per hr. for skilled workers over a 3-yr. con- tract, other fringe benefits.
Steen Mechanical Contractors, Ltd., Kitchener, Ont.	Plumbers Loc. 527 (AFL-CIO/CLC)	105	350	350	Apr. 13 Apr. 19	Refusal to work overtime— Union persuaded men to return to work.
Various construction contractors, Charlottetown, P.E.I.	Labourers (AFL-CIO/CLC)	440	5,280	5,280	Apr. 13 Apr. 29	Union recognition—Return of workers pending further nego- tiations.
Various construction contractors, Summerside, P.E.I.	Unorganized	136	1,290	1,290	Apr. 19 Apr. 29	Union recognition—Return of workers pending further nego- tiations.
Mace Limited, Belledune, N.B.	Steelworkers Loc. 5385 & Plumbers Loc. 512 (AFL-CIO/CLC)	261	260	260	Apr. 22 Apr. 25	Overtime working hours, free room and board—Return of workers.
Catalytic Construction Clarkson, Ont.	Various unions	132	630	630	Apr. 25 —	Hiring non-union workers—

**TABLE G-4—Strikes and Lockouts Involving 100 or More Workers, April 1966 (Preliminary) (Concluded)**

Industry, Employer — Location	Union	Workers Involved	Duration in Man-Days		Starting Date — Termination Date	Major Issues — Result
			April	Accumulated		
TRANSPORTATION AND UTILITIES						
<i>Transportation</i>						
Various transportation firms, Various locations, Ontario.	Teamsters various locals (Ind.)	1,736	34,720	129,690	Jan. 19 Apr. 30	Wages, reduction of hours—70c an hr. increase for drivers spread over a 3-yr. contract, additional 17c fringe benefits, 96c for skilled maintenance workers, 77c for semi-skilled, 14½c fringe benefits; progressive reduction in hours from 48 to 40 by Jan. 1, 1968; other improved benefits.
Various transportation firms,* Various locations, Ontario.	Teamsters various locals (Ind.)	5,206	104,120	389,060	Jan. 19 Apr. 30	Wages, reduction of hours—70c an hr. increase for drivers spread over a 3-yr. contract, additional 17c fringe benefits, 96c for skilled maintenance workers, 77c for semi-skilled, 14½c fringe benefits; progressive reduction in hours from 48 to 40 by Jan. 1, 1968; other improved benefits.
Toronto Harbours Commission,* Toronto, Ont.	I.L.A. Loc. 1869 (AFL-CIO/CLC)	293	290	290	Apr. 22 Apr. 23	Alleged irregularities on the waterfront—Return of workers.
National Harbours Board,* Montreal, Que.	I.L.A. Loc. 375 (AFL-CIO/CLC)	3,500	8,320	8,320	Apr. 19 Apr. 22	Alleged grievance over parking facilities—Return of workers.
<i>Power, Gas and Water</i> Hydro-Quebec Various locations, Quebec.	Syndicat Professionnel des Ingénieurs (CSN)	260	3,380	3,380	Apr. 13 —	Salary, working conditions, fringe benefits—
TRADE						
Steinberg's Ltd., Rexdale, Ont.	Teamsters Loc. 419 (Ind.)	160	3,200	3,280	Mar. 31 Apr. 23	Wages—14c an hr. increase retroactive to Nov. 5, 1965, 14c an hr. Nov. 1, 1966, 14c Nov. 1, 1967; improved medical benefits.
SERVICE						
<i>Education</i>						
Gouvernement Provincial, Various locations, Quebec.	Syndicat des professeurs de l'État du Québec	2,400	33,600	33,600	Apr. 12 Apr. 30	Wages in a first agreement—\$250 wage increase at July 1, 1966, \$250 at Oct. 1, 1966, \$250 at Jan. 1, 1967; annual vacations from June 30 to Sept. 1, 40 hr. wk.
Université de Montréal, Montreal, Que.	Service Employees' Federation (CNTU)	253	2,530	2,530	Apr. 18 —	Wages, job reclassification, vacations—

\* Federal jurisdiction.



## H—Employment Injuries

**TABLE H-1—Employment Injuries† Reported by Workmen's Compensation Boards and Ratio of Total Fatalities to Total Compiled by the Canada Department of Labour, 1951-1965**

Year	Temporary Disability		Permanent Disability		Fatality		Total		Ratio‡ of Grand Total Fatalities
	No.	%	No.	%	No.	%	No.	%	
1951.....	149,734	95.0	6,885	4.4	921	0.6	157,540	100.0	65.1
1952.....	159,534	94.9	7,342	4.4	1,137	0.7	168,013	100.0	78.5
1953.....	159,312	95.1	7,279	4.3	996	0.6	167,587	100.0	73.3
1954.....	156,716	95.2	6,834	4.2	1,019	0.6	164,569	100.0	76.6
1955.....	167,535	95.6	6,645	3.8	978	0.6	175,158	100.0	73.8
1956.....	187,007	95.7	7,203	3.7	1,087	0.6	195,297	100.0	74.4
1957.....	185,044	95.5	7,607	3.9	1,097	0.6	193,748	100.0	79.1
1958.....	166,570	95.1	7,565	4.3	1,004	0.6	175,139	100.0	79.1
1959.....	177,172	95.4	7,594	4.1	946	0.5	185,712	100.0	71.3
1960.....	177,611	95.4	7,681	4.1	912	0.5	186,204	100.0	80.4
1961.....	169,980	95.4	7,347	4.1	856	0.5	178,183	100.0	78.8
1962.....	183,754	95.5	7,849	4.1	834	0.4	192,437	100.0	73.5
1963.....	196,500	95.3	8,928	4.3	893	0.4	206,321	100.0	72.4
1964.....	228,045	95.7	9,158	3.8	1,053	0.5	238,256	100.0	79.8
1965*.....	254,872	95.8	9,888	3.7	1,191	0.5	265,951	100.0	94.3
Average 1951-1965.....	181,292	95.4	7,720	4.1	995	0.5	190,007	100.0	76.5

\*Preliminary. †Distribution partly estimated.

‡Ratio of total fatalities reported by the Workmen's Compensation Board to grand total fatalities compiled by the Department of Labour. See Table H-2.

**TABLE H-3—Employment Injuries†-Workmen's Compensation Settlement Rates (an approximation), Canada, 1951-1965**

Year	Temporary Disability		Permanent Disability		Fatality		Total		Total of Workers Employed (000)
	No.	Rate	No.	Rate	No.	Rate	No.	Rate	
1951.....	149,734	284.5	6,885	13.1	921	1.7	157,540	299.3	5,263
1952.....	159,534	297.5	7,342	13.7	1,137	2.1	168,013	313.3	5,362
1953.....	159,312	304.3	7,279	13.9	996	1.9	167,587	320.1	5,235
1954.....	156,716	298.9	6,834	13.0	1,019	1.9	164,569	313.9	5,243
1955.....	167,535	312.3	6,645	12.4	978	1.8	175,158	326.5	5,364
1956.....	187,007	334.8	7,203	12.9	1,087	1.9	195,297	349.7	5,585
1957.....	185,044	323.2	7,607	13.3	1,097	1.9	193,748	338.4	5,725
1958.....	166,570	292.5	7,565	13.3	1,004	1.8	175,139	307.5	5,695
1959.....	177,172	302.5	7,594	13.0	946	1.6	185,712	317.1	5,856
1960.....	177,611	298.3	7,681	12.9	912	1.5	186,204	312.7	5,955
1961.....	169,980	280.7	7,347	12.1	856	1.4	178,183	294.2	6,055
1962.....	183,754	295.2	7,849	12.6	834	1.3	192,437	309.1	6,225
1963.....	196,500	308.2	8,928	14.0	893	1.4	206,321	323.6	6,375
1964.....	228,045	345.1	9,158	13.9	1,053	1.6	238,256	360.5	6,609
1965*.....	254,872	371.4	9,888	14.4	1,191	1.7	265,951	387.6	6,862
Average 1951-1965.....	181,292	311.0	7,720	13.2	995	1.7	190,007	326.0	5,829

\*Preliminary. †Distribution partly estimated.

**TABLE H-5**—Employment Injuries, Non-fatal and Fatal, Reported by Workmen's Compensation Boards, by Province, Canada, 1964-1965

Province	1965*					1964†						
	Non-fatal			Fatal	Total	Non-fatal			Fatal	Total		
	Canada except Ontario and Quebec					Canada except Quebec						
	Medical Aid Only	Temporary Disability	Permanent Disability			Ontario and Quebec	Medical Aid Only	Temporary Disability			Permanent Disability	Quebec
Newfoundland.....	4,996	3,504	53		34	8,587	5,174	3,637	76		13	8,900
Prince Edward Island.....	1,103	921	8		2	2,034	1,288	972	11		3	2,274
Nova Scotia.....	14,178	9,194	70		31	23,473	12,866	8,478	303		33	21,680
New Brunswick.....	14,012	9,456	129		36	23,633	11,413	9,967	189		36	21,605
Quebec.....				161,823	247	162,070				143,656	313	143,969
Ontario.....				358,947	406	359,353	205,953	83,884	2,999		291	293,127
Manitoba.....	14,738	11,627	358		45	26,768	14,364	11,042	452		39	25,897
Saskatchewan.....	14,815	9,709	247		65	24,836	14,339	9,484	183		57	24,063
Alberta.....	31,247	22,443	968		119	54,777	32,179	22,168	817		113	55,277
British Columbia.....	54,227	25,916	1,240		206	81,589	49,641	24,869	1,234		155	75,899
TOTAL.....	149,316	92,770	3,073	520,770	1,191	767,120	347,217	174,501	6,264	143,656	1,053	672,691

\*Preliminary.  
†Revised.



**TABLE H-2—Employment Fatalities by Industry, Canada, 1951-1965**

Year	Agriculture		Forestry		Fishing <sup>(1)</sup>		Mining <sup>(2)</sup>		Manufacturing		Construction	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
1951.....	102	7.2	181	12.8	21	1.5	191	13.5	232	16.4	215	15.2
1952.....	102	7.0	177	12.2	21	1.5	212	14.6	236	16.3	247	17.0
1953.....	119	8.8	169	12.4	36	2.6	188	13.8	250	18.4	229	16.9
1954.....	104	7.8	172	12.9	33	2.5	209	15.7	212	15.9	239	18.0
1955.....	88	6.6	183	13.8	32	2.4	179	13.5	219	16.5	243	18.3
1956.....	106	7.3	197	13.5	18	1.2	250	17.1	200	13.7	312	21.3
1957.....	92	6.6	141	10.2	23	1.7	185	13.3	209	15.1	340	24.5
1958.....	97	7.6	129	10.2	38	3.0	231	18.2	166	13.1	281	22.1
1959.....	101	7.6	143	10.8	72	5.4	175	13.2	195	14.7	297	22.4
1960.....	69	6.1	131	11.5	27	2.4	180	15.9	186	16.4	199	17.5
1961.....	68	6.3	99	9.1	40	3.7	135	12.4	178	16.4	238	21.9
1962.....	62	5.5	127	11.2	12	1.0	151	13.3	216	19.0	204	18.0
1963.....	49	4.0	122	9.9	34	2.8	163	13.2	222	18.0	234	19.0
1964.....	72	5.4	155	11.7	37	2.8	161	12.2	235	17.8	252	19.1
1965*.....	50	4.0	105	8.3	40	3.1	164	13.0	213	16.9	263	20.8
Average 1951-1965.....	85	6.5	149	11.5	32	2.5	185	14.2	211	16.2	253	19.5

\*Preliminary. (1)Includes trapping and hunting. (2)Includes quarrying and oil wells. (3)Includes storage, communication, electric power, gas and water utilities. (4)Includes insurance and real estate. (5)Includes community business and personal service. (6)Includes defence.

**TABLE H-4—Employment Fatality Rates by Industry, Canada, 1951-1965**

Year	Agriculture		Forestry		Fishing		Mining		Manufacturing		Construction	
	R <sup>(1)</sup>	E <sup>(2)</sup>	R	E	R	E	R	E	R	E	R	E
1951.....	1.0	1,063	18.1	100	6.2	34	23.3	82	1.7	1,351	5.5	389
1952.....	1.0	1,012	23.9	74	6.4	33	21.9	97	1.7	1,350	6.2	401
1953.....	1.4	858	20.4	83	13.9	26	20.7	91	1.8	1,384	6.6	347
1954.....	1.2	878	18.9	91	13.8	24	20.5	102	1.6	1,326	7.2	334
1955.....	1.1	819	16.2	113	14.5	22	16.4	109	1.6	1,373	6.6	368
1956.....	1.4	776	16.7	118	9.0	20	21.4	117	1.4	1,435	7.6	412
1957.....	1.2	744	13.4	105	11.0	21	15.7	118	1.4	1,492	7.8	438
1958.....	1.4	712	15.2	85	23.8	16	21.6	107	1.1	1,459	6.6	427
1959.....	1.5	692	15.2	94	48.0	15	19.9	88	1.3	1,494	6.7	442
1960.....	1.0	675	13.5	97	15.9	17	19.4	93	1.3	1,470	4.8	418
1961.....	1.0	681	11.5	86	22.2	18	16.9	80	1.2	1,452	6.3	376
1962.....	0.9	660	17.2	74	5.2	23	18.6	81	1.4	1,502	5.2	393
1963.....	0.8	649	15.3	80	13.6	25	22.6	72	1.4	1,552	5.8	406
1964.....	1.1	630	18.9	82	14.2	26	18.5	87	1.4	1,650	6.1	410
1965*.....	0.8	594	13.6	77	17.4	23	12.2	134	1.3	1,636	5.7	463
Average 1951-1965.....	1.1	763	16.5	91	15.7	23	19.3	97	1.4	1,462	6.3	402

\*Preliminary.

(1)R = Fatality Rate (Number of fatalities per 10,000 workers employed).

(2)E = Workers Employed, in Thousands.

<i>Transportation</i> <sup>(3)</sup>		<i>Trade</i>		<i>Finance</i> <sup>(4)</sup>		<i>Service</i> <sup>(5)</sup>		<i>Public Administration</i> <sup>(6)</sup>		<i>Total</i>	
<i>No.</i>	<i>%</i>	<i>No.</i>	<i>%</i>	<i>No.</i>	<i>%</i>	<i>No.</i>	<i>%</i>	<i>No.</i>	<i>%</i>	<i>No.</i>	<i>%</i>
274	19.4	53	3.7	5	0.3	25	1.7	116	8.3	1,415	100.0
297	20.5	48	3.3	1	0.1	24	1.7	84	5.8	1,449	100.0
216	15.9	61	4.5	4	0.3	24	1.8	63	4.6	1,359	100.0
224	16.9	55	4.1	3	0.2	22	1.7	57	4.3	1,330	100.0
253	19.1	50	3.8	5	0.4	35	2.6	39	3.0	1,326	100.0
258	17.6	56	3.8	1	0.1	25	1.7	39	2.7	1,462	100.0
249	18.0	66	4.8	2	0.1	27	1.9	53	3.8	1,387	100.0
194	15.3	40	3.2	4	0.3	22	1.7	67	5.3	1,269	100.0
215	16.2	50	3.8	2	0.2	25	1.9	51	3.8	1,326	100.0
190	16.8	51	4.5	2	0.2	16	1.4	83	7.3	1,134	100.0
188	17.3	52	4.8	1	0.1	19	1.7	68	6.3	1,086	100.0
209	18.4	58	5.1	2	0.2	16	1.4	78	6.9	1,135	100.0
210	17.0	61	4.9	1	0.1	28	2.3	109	8.8	1,233	100.0
237	18.0	62	4.7	2	0.2	55	4.2	52	3.9	1,320	100.0
279	22.1	64	5.1	3	0.2	35	2.8	47	3.7	1,263	100.0
233	17.9	55	4.2	3	0.2	27	2.1	67	5.2	1,300	100.0

<i>Transportation</i>		<i>Trade</i>		<i>Finance</i>		<i>Service</i>		<i>Public Administration</i>		<i>Total</i>	
<i>R</i>	<i>E</i>	<i>R</i>	<i>E</i>	<i>R</i>	<i>E</i>	<i>R</i>	<i>E</i>	<i>R</i>	<i>E</i>	<i>R</i>	<i>E</i>
5.9	462	0.7	724	0.3	153	0.4	679	5.1	226	2.7	5,263
6.0	495	0.6	789	0.1	158	0.3	722	3.6	236	2.7	5,362
4.5	481	0.7	816	0.2	165	0.3	738	2.6	246	2.6	5,235
4.9	458	0.7	828	0.2	169	0.3	776	2.2	258	2.5	5,243
5.4	465	0.6	844	0.3	178	0.4	805	1.5	268	2.5	5,364
5.2	500	0.6	882	0.1	194	0.3	849	1.4	282	2.6	5,585
4.9	511	0.7	899	0.1	206	0.3	894	1.8	298	2.4	5,725
3.8	507	0.4	913	0.2	211	0.2	941	2.1	316	2.2	5,695
4.1	520	0.5	946	0.1	216	0.2	1,011	1.5	337	2.3	5,856
3.7	515	0.5	981	0.1	226	0.1	1,096	2.3	365	1.9	5,955
3.3	563	0.5	1,025	0.1	239	0.2	1,178	1.9	356	1.8	6,055
3.6	588	0.6	1,049	0.1	248	0.1	1,244	2.2	362	1.8	6,225
3.5	597	0.6	1,062	0.1	254	0.2	1,306	2.9	371	1.9	6,375
4.0	591	0.6	1,105	0.1	264	0.4	1,386	1.4	377	2.0	6,609
4.5	617	0.6	1,145	0.1	280	0.2	1,489	1.2	403	1.8	6,862
4.5	525	0.6	934	0.2	211	0.3	1,008	2.2	313	2.2	5,829



**TABLE H-6—Employment Fatalities, by Province and Industry, Canada, 1964-1965**

Industry	1965*							
	Nfld.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.
AGRICULTURE.....	—	3	1	—	3	28	3	6
FORESTRY.....	1	—	2	4	14	26	2	—
FISHING AND TRAPPING.....	2	—	4	—	2	2	—	—
MINES, QUARRIES, OIL WELLS.....	16	—	4	—	11	37	7	6
Metal mines.....	11	—	—	—	3	28	1	—
Coal mines.....	—	—	4	—	—	—	—	—
Petroleum and gas.....	—	—	—	—	—	—	—	1
Non-metal, quarries, services.....	5	—	—	—	8	9	6	5
MANUFACTURING.....	3	—	6	2	39	99	7	—
Food and beverages.....	1	—	—	—	2	13	2	—
Tobacco.....	—	—	—	—	—	—	—	—
Rubber.....	—	—	—	—	—	—	—	—
Leather.....	—	—	—	—	—	—	—	—
Textile.....	—	—	—	—	—	1	—	—
Clothing.....	—	—	—	—	—	2	—	—
Wood.....	—	—	—	—	7	8	1	—
Paper.....	1	—	2	1	7	3	1	—
Printing, publishing.....	—	—	1	—	—	—	—	—
Primary metal.....	—	—	1	—	5	17	—	—
Metal fabricating.....	—	—	—	1	7	16	—	—
Machinery.....	1	—	—	—	—	9	1	—
Transportation equipment.....	—	—	1	—	2	5	1	—
Electrical.....	—	—	1	—	—	4	—	—
Non-metallic mineral.....	—	—	—	—	3	12	1	—
Petroleum and coal.....	—	—	—	—	—	—	—	—
Chemical.....	—	—	—	—	3	8	—	—
Miscellaneous.....	—	—	—	—	3	1	—	—
CONSTRUCTION.....	5	—	10	11	85	66	9	14
Building.....	—	—	2	3	16	13	3	1
Highway.....	5	—	5	4	30	15	3	5
Other.....	—	—	3	4	39	38	3	8
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES.....	11	1	7	9	59	84	23	6
Air.....	1	—	2	3	2	2	2	—
Water.....	1	1	3	2	11	14	9	—
Railway.....	—	—	—	1	7	12	1	2
Local and highway.....	3	—	1	2	20	37	8	3
Miscellaneous.....	2	—	—	—	3	2	1	1
Storage.....	1	—	—	—	4	3	—	—
Communication.....	2	—	1	—	—	4	1	—
Electric power, gas, water.....	1	—	—	1	12	10	1	—
TRADE.....	2	—	4	2	10	22	5	5
Wholesale.....	1	—	3	1	4	15	2	1
Retail.....	1	—	1	1	6	7	3	4
FINANCE, INSURANCE AND REAL ESTATE.....	—	—	—	—	—	2	—	—
SERVICE.....	—	—	1	1	4	10	—	—
Community, business.....	—	—	—	1	—	3	—	—
Personal.....	—	—	1	—	4	7	—	—
PUBLIC ADMINISTRATION.....	1	—	19	—	2	12	2	2
TOTAL.....	41	4	58	29	229	388	58	39

\*Preliminary. †Revised

1964†

Yukon and														Yukon and			
Alta.	B.C.	N.W.T.	Total	Nfld.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	N.W.T.	Total		
4	2	—	50	—	1	3	2	2	32	7	12	10	3	—	72		
2	53	1	105	—	—	2	3	35	28	1	2	3	81	—	155		
—	30	—	40	—	2	28	1	—	3	—	—	—	3	—	37		
25	56	2	164	8	—	9	3	24	53	5	2	15	40	2	161		
2	43	2	90	5	—	—	—	12	48	5	—	—	29	1	100		
6	4	—	14	—	—	9	1	—	—	—	2	4	4	—	20		
12	—	—	13	—	—	—	—	1	1	—	—	11	—	—	13		
5	9	—	47	3	—	—	2	11	4	—	—	—	7	1	28		
17	40	—	213	2	—	7	9	59	102	3	4	21	28	—	235		
3	1	—	22	1	—	5	—	4	6	—	—	1	2	—	19		
—	—	—	—	—	—	—	—	1	1	—	—	—	—	—	2		
1	—	—	1	—	—	—	—	—	1	—	—	—	—	—	1		
—	—	—	1	—	—	—	—	—	1	—	—	—	—	—	1		
—	—	—	2	—	—	—	—	1	—	—	—	—	—	—	1		
2	16	—	34	1	—	—	4	13	11	1	2	5	6	—	43		
—	5	—	20	—	—	1	2	3	4	—	—	1	7	—	18		
—	—	—	1	—	—	—	—	1	—	—	—	—	—	—	1		
1	10	—	34	—	—	1	—	7	41	2	1	2	3	—	57		
2	3	—	29	—	—	—	—	1	11	—	—	—	4	—	16		
—	—	—	11	—	—	—	—	1	4	—	—	1	—	—	6		
2	3	—	14	—	—	—	1	10	7	—	—	2	2	—	22		
—	—	—	5	—	—	—	—	2	1	—	—	—	1	—	4		
5	1	—	22	—	—	—	2	5	5	—	1	2	3	—	18		
1	—	—	1	—	—	—	—	—	2	—	—	3	—	—	5		
—	—	—	11	—	—	—	—	7	3	—	—	3	—	—	13		
—	1	—	5	—	—	—	—	3	4	—	—	1	—	—	8		
27	36	—	263	9	—	7	5	81	66	13	12	29	29	1	252		
9	15	—	62	1	—	2	—	23	16	1	1	9	6	—	59		
9	11	—	87	1	—	2	2	26	16	8	8	9	10	—	82		
9	10	—	114	7	—	3	3	32	34	4	3	11	13	1	111		
30	48	1	279	4	—	14	11	50	76	14	19	28	20	1	237		
1	11	—	24	—	—	—	—	1	3	4	1	—	—	1	10		
—	11	—	52	2	—	2	4	8	5	—	—	2	5	—	28		
8	6	—	37	1	—	3	2	5	20	2	2	8	3	—	46		
14	13	—	101	1	—	7	5	25	31	8	10	11	6	—	104		
3	2	—	14	—	—	—	—	—	—	—	—	—	—	—	—		
—	1	—	9	—	—	—	—	—	3	—	2	2	2	—	9		
1	2	1	12	—	—	—	—	2	1	—	—	1	1	—	5		
3	2	—	30	—	—	2	—	9	13	—	4	4	3	—	35		
8	6	—	64	—	—	1	1	15	24	5	2	9	5	—	62		
4	4	—	35	—	—	1	—	6	14	3	1	7	4	—	36		
4	2	—	29	—	—	—	1	9	10	2	1	2	1	—	26		
—	1	—	3	—	—	—	—	—	2	—	—	—	—	—	2		
11	6	2	35	—	—	1	—	10	18	1	3	10	11	1	55		
3	1	—	8	—	—	—	—	5	7	1	3	5	5	1	27		
8	5	2	27	—	—	1	—	5	11	—	—	5	6	—	28		
5	4	—	47	2	—	2	1	8	13	6	1	6	12	1	52		
129	282	6	1,263	25	3	74	36	284	417	55	57	131	232	6	1,320		



**TABLE H-7—Employment Fatalities by Industry† and Type of Accident, Canada, 1964 and 1965**

Type of Accident	1965*							
	Agricul- ture	Forestry	Fishing	Mining	Manu- factur- ing	Con- struc- tion	Trans- porta- tion	Trade
<b>Striking Against and Stepping on Objects:</b>								
Tools.....	—	—	—	—	—	—	—	—
Machinery.....	—	—	—	—	—	1	—	—
Belts, pulleys, chains, lines, etc.....	—	—	—	—	—	—	—	—
Working materials.....	—	—	—	—	—	—	—	—
Nails and spikes.....	—	—	—	—	—	—	—	—
Buildings and structures (including parts of these).....	—	—	—	—	1	1	1	1
Working surfaces.....	—	—	—	—	—	—	—	—
Miscellaneous.....	—	1	—	1	—	—	2	—
TOTAL.....	—	1	—	1	1	2	3	1
<b>Struck by:</b>								
Tools.....	—	1	—	1	1	1	1	—
Machinery.....	—	1	—	2	5	4	3	—
Belts, pulleys, chains, lines, etc.....	—	1	2	1	—	2	1	—
Cranes, derricks, other hoisting or conveying apparatus.....	—	1	—	—	3	9	1	—
Automobiles or trucks.....	1	—	—	1	4	7	6	2
Tractors, loadmobiles, etc.....	—	—	—	—	2	2	3	—
Mine or quarry cars.....	—	—	—	1	—	—	—	—
Trains or other railway vehicles.....	—	—	—	—	1	—	13	1
Streetcars.....	—	—	—	—	—	—	—	—
Other motor-driven transportation vehicles, N.E.C.....	—	1	—	1	2	1	—	—
Man-powered vehicles and craft.....	—	—	—	—	—	—	—	—
Objects thrown or kicked back by tools.....	—	1	—	—	—	—	—	1
Objects thrown or kicked back by machines.....	—	1	—	2	7	2	—	—
Objects being hoisted or conveyed.....	—	2	—	3	—	1	2	—
Objects falling or flying in mines and quarries.....	—	—	—	20	—	1	—	—
Materials being handled by fellow workers.....	—	2	—	—	1	1	—	—
Materials being handled by victim.....	—	2	—	—	—	2	1	—
Materials falling from stockpiles and loads.....	—	11	—	—	7	4	6	1
Another person (other than acts of violence).....	—	—	—	—	—	—	—	—
Animals.....	2	—	—	—	—	—	—	—
Falling trees or limbs.....	—	50	—	1	1	3	1	—
Landslides or cave-ins.....	—	—	—	34	2	36	—	—
Flying particles.....	—	—	—	2	1	—	—	—
Animal-drawn vehicles.....	—	—	—	—	—	—	—	—
Miscellaneous.....	—	4	—	4	5	6	4	1
TOTAL.....	3	78	2	73	42	82	42	6
<b>Caught In, On, or Between:</b>								
Machinery.....	8	—	—	4	8	5	1	—
Belts, pulleys, chains, lines, etc.....	—	—	—	1	—	—	—	—
Elevators, hoisting and conveying apparatus.....	—	—	—	—	2	—	1	—
Buildings and structures (including parts of these).....	—	—	—	—	—	2	—	—
Automobiles and trucks.....	—	2	—	1	3	6	6	4
Tractors, loadmobiles, etc.....	18	2	—	1	4	10	2	3
Mine and quarry cars.....	—	—	—	6	—	—	—	—
Trains or other railway vehicles.....	—	—	—	—	—	1	—	—
Streetcars.....	—	—	—	—	—	—	—	—
Miscellaneous transportation vehicles and craft.....	2	—	—	—	1	—	—	—
Materials in use or stored in plant.....	—	—	—	—	1	—	1	—
Objects in water (e.g., logs, boat, wharfs).....	—	—	—	—	—	—	—	—
Miscellaneous.....	—	2	—	1	2	5	1	1
TOTAL.....	28	6	2	14	21	29	12	8

1964†

Finance	Service	Public Admin- istration	Total	Agri- culture	Forestry	Fishing	Mining	Manu- factur- ing	Con- struc- tion	Trans- porta- tion	Trade	Finance	Service	Public Admin- istration	Total
—	—	—	—	—	—	—	—	1	—	—	—	—	—	—	1
—	—	—	1	—	—	—	—	2	—	—	—	—	—	—	2
—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
—	—	—	—	—	1	—	—	—	—	—	—	—	—	—	1
—	—	—	—	—	—	—	—	1	—	—	—	—	—	—	1
—	—	—	4	—	—	—	—	—	—	—	—	—	—	—	—
—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
—	—	—	4	—	—	—	—	1	—	3	—	—	—	—	4
—	—	—	9	—	1	—	—	5	—	3	—	—	—	—	9
—	—	—	5	—	—	—	—	—	1	—	—	—	—	1	2
—	1	—	16	1	1	—	1	2	3	1	1	—	—	—	10
—	—	—	7	—	3	1	3	1	1	2	1	—	—	—	12
—	—	—	14	—	—	—	—	2	7	3	1	—	—	—	13
—	2	—	23	2	1	—	—	3	12	2	1	—	1	1	23
—	—	—	7	—	—	—	—	1	7	—	—	—	—	—	8
—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—
—	—	—	15	—	—	—	—	2	—	12	—	—	—	2	16
—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
—	—	—	5	—	—	—	—	—	—	—	—	—	—	—	—
—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
—	—	—	2	—	1	—	1	—	1	—	—	—	—	—	3
—	—	—	12	—	1	—	3	5	2	—	—	—	—	—	11
—	—	—	8	—	2	—	1	6	6	2	1	—	—	—	18
—	—	—	21	—	—	—	19	—	1	—	—	—	—	—	20
—	—	—	4	—	1	—	—	—	1	—	—	—	—	—	2
—	—	—	5	—	—	—	—	1	2	—	1	—	—	—	4
—	—	—	29	1	16	—	2	8	3	2	2	—	—	—	34
—	—	—	—	—	—	—	1	—	—	—	—	—	—	—	1
—	—	—	2	—	—	—	—	—	—	—	—	—	—	—	—
—	—	—	56	2	53	—	—	5	3	1	—	—	—	2	66
—	—	1	73	1	2	—	14	7	30	2	—	—	3	2	61
—	—	—	3	—	—	—	1	—	—	—	—	—	—	—	1
—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
—	—	—	24	1	—	—	1	6	4	2	—	—	1	—	15
—	3	1	332	8	81	1	47	49	84	29	8	—	5	8	320
—	—	—	26	1	1	—	1	8	3	—	—	—	2	—	16
—	—	—	1	2	2	1	—	3	—	—	1	—	—	—	9
—	1	—	4	—	—	—	1	8	1	—	1	—	—	—	11
—	—	1	3	—	—	—	1	—	—	—	—	—	—	—	1
—	—	—	22	1	—	—	3	3	3	8	5	—	—	1	24
—	—	—	40	31	11	—	2	6	9	3	3	—	1	1	67
—	—	—	6	—	—	—	2	—	—	—	—	—	—	—	2
—	1	—	2	—	—	—	1	—	—	2	—	—	—	—	3
—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
—	—	—	3	—	—	—	—	—	1	—	—	—	—	—	1
—	—	—	2	—	—	—	—	1	—	—	—	—	—	—	1
—	—	—	—	—	2	—	—	—	—	—	—	—	—	—	2
—	—	—	12	—	—	—	—	3	2	—	—	—	1	—	6
—	2	1	121	35	16	1	11	32	19	13	10	—	4	2	143



**TABLE H-7—Employment Fatalities by Industry† and Type of Accident, Canada, 1964 and 1965 (Continued)**

Type of Accident	1965*							
	Agriculture	Forestry	Fishing	Mining	Manufacturing	Construction	Transportation	Trade
<b>Collisions, Derailments, Wrecks, etc.:</b>								
Involving steam railways.....	—	—	—	1	2	1	17	3
Involving street railways.....	—	—	—	—	—	—	1	—
Involving automobiles and trucks.....	2	3	—	3	16	10	70	24
Involving tractors, loadmobiles, etc.....	4	1	—	1	6	9	1	1
Involving mine and quarry cars.....	—	—	—	—	—	—	—	—
Involving water craft.....	—	—	3	—	1	—	10	—
Involving aircraft.....	3	1	1	2	6	5	25	1
Involving other transport agencies.....	—	—	—	—	—	—	1	—
Involving elevators and other hoisting and conveying apparatus.....	—	—	—	—	—	—	1	—
Involving animal-drawn vehicles and implements.....	—	—	—	—	—	—	—	—
Involving miscellaneous agencies.....	1	1	—	—	—	1	2	—
<b>TOTAL.....</b>	<b>10</b>	<b>6</b>	<b>4</b>	<b>7</b>	<b>31</b>	<b>26</b>	<b>128</b>	<b>29</b>
<b>Falls and Slips</b>								
Due to rough ground or floor surface.....	—	—	—	—	—	—	—	—
Due to collapse of resistance.....	—	—	—	—	—	—	—	—
Due to tripping over or stepping on object.....	—	—	—	—	—	—	—	—
Due to slippery surface.....	—	—	—	—	1	1	—	—
Due to slipping while handling materials.....	—	—	—	—	—	3	—	—
Due to slipping while operating machines.....	—	—	—	—	1	2	—	1
Due to physical condition of workman.....	—	3	1	1	3	2	5	1
Due to vehicles in motion.....	—	—	—	—	1	—	1	—
Miscellaneous falls on same level.....	—	—	—	2	—	—	—	—
From ladders or stairs.....	—	—	—	—	3	5	3	—
From scaffolds and stagings.....	—	—	—	1	4	17	3	—
From platforms, ramps and stationary vehicles.....	1	—	—	—	1	—	3	—
From buildings, roofs, and towers.....	—	—	—	2	3	24	2	1
From bridges, trestles and catwalks.....	—	—	—	—	2	5	2	1
From poles, trees, logs and stumps.....	—	—	—	1	—	—	5	1
From stockpiles and loads.....	—	—	—	—	1	—	—	—
From moving railway vehicles.....	—	—	—	—	—	—	3	—
From other moving transportation vehicles.....	—	—	—	—	—	4	4	2
Into holds of vessels.....	—	—	—	—	1	—	4	—
Into shafts, pits, excavations, etc.....	—	—	—	3	1	3	—	—
Into rivers, lakes, seas or harbours.....	1	5	30	5	7	4	16	—
Into storage bunkers.....	—	—	—	—	—	1	—	—
Into vats, tanks or kilns.....	—	—	—	—	2	—	—	—
Miscellaneous falls to different levels.....	—	—	—	1	2	—	1	—
<b>TOTAL.....</b>	<b>2</b>	<b>8</b>	<b>31</b>	<b>16</b>	<b>33</b>	<b>71</b>	<b>52</b>	<b>7</b>
<b>Conflagrations, Temperature Extremes and Explosions:</b>								
Conflagrations.....	—	1	1	1	2	1	4	2
Exposure to welding flashes.....	—	—	—	—	—	—	—	—
Exposure to cold or cold substances.....	—	—	—	2	—	—	—	—
Exposure to steam or other hot vapours.....	—	—	—	—	—	—	2	—
Exposure to hot liquids or molten metal.....	—	—	—	—	—	1	1	—
Exposure to heat or hot substances, N.E.C.....	—	—	—	—	—	—	—	—
Explosions—blasting accidents.....	—	—	—	7	—	1	—	—
Explosions of coal and/or dust.....	—	—	—	—	2	—	—	—
Air blasts (bumps) in mines.....	—	—	—	—	—	—	—	—
Explosions of steam pressure apparatus.....	—	—	—	—	2	—	—	—
Explosions of liquid air, gas pressure apparatus.....	—	—	—	1	2	—	—	1
Explosions of gasoline and/or oil.....	—	—	—	—	2	3	7	1
Explosions of chemicals.....	—	—	—	—	4	—	—	—
Ammunition and firearms (accidental).....	—	—	—	—	—	12	—	—
Other explosions.....	—	1	—	—	7	1	—	3
<b>TOTAL.....</b>	<b>—</b>	<b>2</b>	<b>1</b>	<b>11</b>	<b>21</b>	<b>19</b>	<b>14</b>	<b>7</b>

1964†

Finance	Service	Public Admin- istration	Total	Agri- culture	Forestry	Fishing	Mining	Manu- factur- ing	Con- struc- tion	Trans- porta- tion	Trade	Finance	Service	Public Admin- istration	Total
—	—	—	24	—	1	—	1	5	2	16	7	—	2	—	34
—	—	—	1	—	—	—	—	—	—	—	1	—	—	—	1
—	3	9	140	4	8	—	15	27	24	64	17	—	12	7	178
—	2	1	26	10	1	—	2	4	2	8	—	—	—	4	31
—	—	—	—	—	—	—	1	—	—	—	—	—	—	—	1
—	—	—	14	—	1	—	—	—	—	3	—	—	—	—	4
—	3	16	63	—	3	1	2	2	4	9	—	—	1	1	23
—	—	—	1	—	—	—	—	—	—	4	—	—	—	—	4
—	—	—	1	—	—	—	—	—	1	—	—	—	—	—	1
—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
—	1	—	6	—	—	—	—	—	—	—	—	—	—	—	—
—	9	26	276	14	14	1	21	38	33	104	25	—	15	12	277
—	—	—	—	—	—	—	1	—	—	—	—	—	—	—	1
—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
—	—	1	3	—	—	—	—	2	1	2	—	—	1	—	6
—	—	—	3	—	1	—	—	—	—	—	—	—	—	—	1
—	—	—	4	—	1	—	—	1	—	—	—	—	—	—	2
1	6	—	23	—	1	—	4	6	4	8	4	1	2	—	30
—	—	—	2	—	—	—	—	—	—	—	—	—	1	—	1
—	—	—	2	—	—	—	1	—	1	—	1	—	1	1	5
—	—	—	11	—	—	—	—	2	3	2	—	—	3	—	10
—	1	—	26	1	—	—	—	4	11	2	4	—	1	—	23
—	1	—	6	—	—	—	—	2	4	—	—	—	—	1	7
1	1	1	35	—	—	—	—	—	15	3	—	—	5	1	24
—	—	—	10	—	—	—	—	1	6	2	1	—	—	—	10
—	—	—	7	—	—	—	—	1	1	4	—	—	—	—	6
—	—	—	1	—	1	—	—	—	2	—	—	—	—	—	3
—	—	—	3	—	1	—	—	—	—	6	—	—	—	—	7
—	—	—	10	—	—	—	—	1	2	1	—	—	—	2	6
—	—	—	5	—	—	—	—	1	—	6	1	—	—	—	8
—	1	—	8	—	—	—	8	2	9	1	—	—	1	1	22
—	5	4	77	—	29	31	1	5	6	6	—	—	4	6	88
—	—	—	1	—	—	—	—	—	—	2	1	—	—	—	3
—	—	1	3	—	—	—	—	3	—	—	—	—	1	—	4
—	—	—	4	—	—	—	—	6	4	4	—	—	—	—	14
2	15	7	244	1	34	31	15	37	69	49	12	1	20	12	281
—	—	3	15	1	1	1	—	3	1	1	—	—	2	1	11
—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
—	—	—	2	—	—	1	—	—	—	—	—	—	—	—	1
—	—	—	2	—	—	—	—	—	—	—	—	—	—	—	—
—	—	—	2	—	—	—	—	3	—	—	—	—	—	—	3
—	—	—	—	—	2	—	—	—	3	1	—	—	—	—	6
—	—	—	8	—	1	—	6	—	4	3	—	—	—	—	14
—	—	—	2	—	—	—	—	—	—	—	—	—	—	—	—
—	—	—	—	—	—	—	1	—	—	—	—	—	—	—	1
—	—	—	—	—	—	—	—	1	—	—	—	—	—	—	1
—	—	—	2	—	—	—	—	2	—	1	—	—	—	—	3
—	1	—	4	—	—	—	—	—	—	—	—	—	—	—	—
—	—	—	14	2	—	—	1	4	2	4	—	—	—	—	13
—	—	—	4	—	—	—	—	4	—	—	—	—	—	—	4
—	—	—	12	—	—	—	—	—	—	—	—	—	—	—	—
—	—	1	13	—	1	—	—	6	2	1	—	—	1	—	11
—	1	4	80	3	5	2	8	23	12	11	—	—	3	1	68



**TABLE H-7—Employment Fatalities by Industry† and Type of Accident, Canada, 1964 and 1965 (Concluded)**

Type of Accident	1965*							
	Agricul- ture	Forestry	Fishing	Mining	Manu- factur- ing	Con- struc- tion	Trans- porta- tion	Trade
<b>Inhalation, Contact, Absorptions, Ingestions, and Industrial Diseases:</b>								
Exposure to acids, alkalis and similar chemicals.....	—	—	—	—	1	—	—	—
Exposure to poisonous gases.....	—	1	2	5	7	3	6	—
Exposure to dust (silicosis, etc.).....	—	—	—	25	23	—	—	1
Exposure to poisonous vegetation.....	—	—	—	—	—	—	—	—
Exposure to radioactive substances.....	—	—	—	1	—	—	—	—
Industrial diseases, N.E.C.....	—	—	—	4	8	—	—	—
Exposure to miscellaneous poisonous agencies.....	—	—	—	3	1	1	—	—
<b>TOTAL.....</b>	<b>—</b>	<b>1</b>	<b>2</b>	<b>38</b>	<b>40</b>	<b>4</b>	<b>6</b>	<b>1</b>
<b>Contact with Electric Current:</b>								
Lightning accidents.....	—	—	—	—	—	—	—	—
Exposure to or contact with electricity.....	5	1	—	3	14	19	13	3
<b>TOTAL.....</b>	<b>5</b>	<b>1</b>	<b>—</b>	<b>3</b>	<b>14</b>	<b>19</b>	<b>13</b>	<b>3</b>
<b>Over-Exertion:</b>								
Over-exertion resulting in strains, hernia, etc.....	—	1	—	—	2	3	4	1
<b>TOTAL.....</b>	<b>—</b>	<b>1</b>	<b>—</b>	<b>—</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>1</b>
<b>Miscellaneous Accident Types:</b>								
Violence.....	—	—	—	—	1	—	1	—
Bites, stings, etc., by animals, reptiles and insects.....	—	—	—	—	—	—	—	—
Infection, N.E.C.....	—	1	—	—	—	—	—	—
Miscellaneous.....	2	—	—	1	7	8	4	1
<b>TOTAL.....</b>	<b>2</b>	<b>1</b>	<b>—</b>	<b>1</b>	<b>8</b>	<b>8</b>	<b>5</b>	<b>1</b>
<b>GRAND TOTAL.....</b>	<b>50</b>	<b>105</b>	<b>40</b>	<b>164</b>	<b>213</b>	<b>263</b>	<b>279</b>	<b>64</b>

\*Preliminary. †Revised. ‡See footnote 1-6, Table H-2.

**TABLE H-8—Employment Fatalities, by Industry† and Occupation, Canada, 1964 and 1965**

Occupation	1965*												Per Cent of Total
	Agricul- ture	For- estry	Fishing	Mining	Manu- factur- ing	Con- struc- tion	Trans- porta- tion	Trade	Fi- nance	Serv- ice	Public Ad- minis- tra- tion	Total	
Farmers and farm workers.....	46	1	—	—	—	—	1	—	—	—	1	49	3.9
Loggers and related workers.....	—	81	—	—	1	—	1	—	—	—	2	85	6.7
Fishermen, trappers and hunters.....	—	—	28	—	—	—	—	—	—	—	—	28	2.2
Miners, quarrymen and related workers..	—	—	—	132	6	3	18	3	—	—	—	162	12.8
Craftsmen, production process and re- lated workers.....	—	7	—	21	139	173	56	15	—	7	3	421	33.3
Labourers and unskilled workers (not ag- ricultural, fishing, logging or mining)	—	—	—	—	25	65	9	4	—	2	2	107	8.5
Transport and communication.....	4	10	8	4	13	11	161	22	—	4	3	240	19.0
Managerial.....	—	4	2	4	9	7	7	8	—	2	3	46	3.7
Professional and technical.....	—	—	—	3	9	2	5	—	—	8	8	35	2.8
Clerical.....	—	—	—	—	4	1	3	—	—	—	1	9	0.7
Sales.....	—	—	—	—	4	—	—	11	1	—	—	16	1.3
Service and recreation.....	—	2	2	—	3	1	18	1	2	12	24	65	5.1
<b>Total.....</b>	<b>50</b>	<b>105</b>	<b>40</b>	<b>164</b>	<b>213</b>	<b>263</b>	<b>279</b>	<b>64</b>	<b>3</b>	<b>35</b>	<b>47</b>	<b>1,263</b>	<b>100.0</b>
Per cent of total.....	4.0	8.3	3.1	13.0	16.9	20.8	22.1	5.1	0.2	2.8	3.7	100.0	—
Workers employed in thousands.....	594	77	23	134	1,636	463	617	1,145	280	1,489	403	6,862	—
Fatality Rate.....	0.8	13.6	17.4	12.2	1.3	5.7	4.5	0.6	0.1	0.2	1.2	1.8	—

\*Preliminary. †Revised. ‡See footnote 1-6 Table H-2.

1964†															
Finance	Service	Public Admin- istration	Total	Agri- culture	Forestry	Fishing	Mining	Manu- factur- ing	Con- struc- tion	Trans- porta- tion	Trade	Finance	Service	Public Admin- istration	Total
—	—	—	1	—	—	—	—	2	—	—	—	—	—	—	2
—	—	—	24	1	—	1	3	4	—	3	—	1	—	6	19
—	—	—	49	—	—	—	46	19	1	—	—	—	—	—	66
—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
—	—	—	1	—	—	—	1	—	—	—	—	—	—	—	1
—	—	—	12	—	—	—	4	8	—	—	—	—	—	2	14
—	—	—	5	—	—	—	—	1	3	—	—	—	—	—	4
—	—	—	92	1	—	1	54	34	4	3	—	1	—	8	106
—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
—	—	2	60	6	—	—	1	5	22	12	2	—	1	1	50
—	—	2	60	6	—	—	1	5	22	12	2	—	1	1	50
1	1	2	15	1	—	—	1	4	6	8	1	—	2	3	26
1	1	2	15	1	—	—	1	4	6	8	1	—	2	3	26
—	2	3	7	—	—	—	1	3	—	1	4	—	4	1	14
—	—	—	—	—	—	—	—	1	—	—	—	—	—	2	3
—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—
—	2	1	26	3	4	—	2	4	3	4	—	—	1	2	23
—	4	4	34	3	4	—	3	8	3	5	4	—	5	5	40
3	35	47	1,263	72	155	37	161	235	252	237	62	2	55	52	1,320

1964†																
Workers Employed in Thou- sands	Fatal- ity Rate	Agri- culture	Forestry	Fishing	Mining	Manu- factur- ing	Con- struc- tion	Trans- porta- tion	Trade	Fi- nance	Serv- ice	Public Ad- minis- tra- tion	Total	Per Cent of Total	Workers Employed in Thou- sands	Fatal- ity Rate
599	0.8	72	1	—	1	—	—	13	—	—	1	—	88	6.6	632	1.4
53	16.0	—	119	—	—	—	—	—	—	—	—	—	119	9.0	62	19.2
23	12.2	—	—	34	—	—	—	—	—	—	—	—	34	2.6	25	13.6
76	21.3	—	—	—	141	4	1	—	—	—	2	—	148	11.2	49	30.2
1,730	2.4	—	18	—	10	164	145	76	17	—	8	14	452	34.2	1,628	2.8
335	3.2	—	—	—	—	16	80	5	9	—	6	8	124	9.4	327	3.8
432	5.6	—	11	1	2	19	11	130	13	—	7	5	199	15.1	429	4.6
637	0.7	—	3	—	—	13	6	7	8	—	2	3	42	3.2	609	0.7
782	0.4	—	—	—	4	7	5	2	—	—	6	5	29	2.2	702	0.4
919	0.1	—	1	—	1	5	2	3	2	—	2	1	17	1.3	884	0.2
482	0.3	—	—	—	—	5	—	—	12	—	—	—	17	1.3	491	0.3
793	0.8	—	2	2	2	2	2	1	1	2	21	16	51	3.9	772	0.7
6,862	1.8	72	155	37	161	235	252	237	62	2	55	52	1,320	100.0	6,609	2.0
—	—	5.4	11.7	2.8	12.2	17.8	19.1	18.0	4.7	0.2	4.2	3.9	100.0	—	—	—
—	—	630	82	26	87	1,650	410	591	1,105	264	1,386	377	6,609	—	—	—
—	—	1.1	18.9	14.2	18.5	1.4	6.1	4.0	0.6	0.1	0.4	1.4	2.0	—	—	—



**TABLE H-9—Employment Fatality Rates**

1965*						
	Men			Women		
	Number of Fatalities	Workers Employed in Thousands	Fatality Rate	Number of Fatalities	Workers Employed in Thousands	Fatality Rate
<b>A—By Sex and Industry‡, Canada, 1964-1965</b>						
Agriculture.....	48	522	0.91	2	72	0.28
Forestry.....	105	75	14.00	—	2	—
Fishing.....	40	22	18.18	—	1	—
Mining.....	164	130	12.62	—	4	—
Manufacturing.....	213	1,287	1.66	—	350	—
Construction.....	263	447	5.88	—	16	—
Transportation.....	275	529	5.20	4	88	0.45
Trade.....	63	772	0.82	1	373	0.03
Finance.....	3	152	0.20	—	128	—
Service.....	35	590	0.59	—	900	—
Public Administration.....	45	316	1.42	2	86	0.23
Total.....	1,254	4,842	2.59	9	2,020	0.04
<b>B—By Sex and Occupation, Canada, 1964 and 1965</b>						
Farmers and farm workers.....	47	531	0.89	2	68	0.29
Loggers and related workers.....	85	53	16.04	—	—	—
Fishermen, trappers and hunters	28	23	12.17	—	—	—
Miners, quarrymen, and related workers.....	162	76	21.32	—	—	—
Craftsmen, production process, and related workers.....	421	1,484	2.84	—	246	—
Labourers and unskilled workers (not agricultural, fishing, log- ging or mining).....	107	316	3.39	—	18	—
Transport and communication..	240	395	6.08	—	37	—
Managerial.....	46	560	0.82	—	77	—
Professional and technical.....	34	450	0.76	1	332	0.03
Clerical.....	8	320	0.25	1	600	0.02
Sales.....	16	306	0.52	—	176	—
Service and recreation.....	60	328	1.83	5	466	0.11
Total.....	1,254	4,842	2.59	9	2,020	0.04
<b>C—By Sex and Age Group, Canada, 1964 and 1965</b>						
15-19.....	44	371	1.19	—	296	—
20-24.....	146	545	2.68	4	346	0.12
25-44.....	623	2,236	2.79	2	778	0.03
45-64.....	369	1,515	2.44	3	555	0.05
65†.....	72	168	4.29	—	45	—
Total.....	1,254	4,842	2.59	9	2,020	0.04

\*Preliminary. †Revised. ‡See footnotes 1-6, Table H-2.

1964†

<i>Men</i>			<i>Women</i>		
<i>Number of Fatalities</i>	<i>Workers Employed in Thousands</i>	<i>Fatality Rate</i>	<i>Number of Fatalities</i>	<i>Workers Employed in Thousands</i>	<i>Fatality Rate</i>
71	561	1.27	1	69	0.14
155	81	19.14	—	1	—
37	26	14.23	—	—	—
160	84	19.05	1	3	3.33
235	1,294	1.82	—	356	—
252	396	6.36	—	15	—
237	508	4.67	—	83	—
62	753	0.82	—	352	—
2	146	0.14	—	118	—
52	556	0.94	3	830	0.04
51	293	1.74	1	84	0.12
1,314	4,698	2.80	6	1,911	0.03
87	566	1.54	1	67	0.15
119	62	19.19	—	—	—
34	24	14.17	—	1	—
148	49	30.20	—	—	—
450	1,383	3.25	—	245	—
126	310	4.06	—	17	—
198	394	5.03	1	34	0.29
42	536	0.78	—	72	—
28	407	0.69	1	295	0.03
17	324	0.52	—	560	—
17	318	0.53	—	173	—
48	325	1.48	3	447	0.07
1,314	4,698	2.80	6	1,911	0.03
58	349	1.66	—	279	—
133	504	264	1	320	0.03
600	2,202	2.72	1	752	0.01
445	1,471	3.03	4	516	0.08
78	171	4.56	—	44	—
1,314	4,698	2.80	6	1,911	0.03



## Employment Injuries in Canada in 1965 *Continued from page 356*

industries. The situation in the service and commercial industries, however, has not changed significantly in spite of considerable increases in their labour force.

During the year the greatest number of fatalities occurred in transportation, communication and other utilities; construction and manufacturing; all three industries together accounted for almost three fifths of the total number of fatalities. The rest of the industries followed in this descending order: mining, forestry, trade, agriculture, public administration, fishing, service and finance.

The provinces of Ontario and Quebec together accounted for almost half of the

total number of fatalities; British Columbia and Alberta together, for one third.

### Types of Accidents

An analysis by type of accident shows that the categories of being struck by different objects; collisions, derailments, wrecks, etc.; and falls and slips, accounted for two thirds of the total of fatalities. The remaining one third were the result of striking against or stepping on objects; of being caught in, on or between machinery, vehicles, etc.; of conflagrations, temperature extremes and explosions; of inhalations, absorptions, asphyxiations and industrial diseases;

electric current; over-exertions; and miscellaneous accidents.

During 1965, there were 14 multi-fatality accidents which brought death to 126 workmen. Thirty-seven of these were drowned in six accidents. Landslides or cave-ins caused the deaths of 36 workmen in three accidents. Thirty-three persons were killed in two aircraft accidents. Finally, in three accidents, 20 workmen died as the result of an explosion or fire.

The 1965 preliminary fatality rate (number of fatalities per 10,000 workers employed) was 2.59 for men and 0.04 for women. The fatality rates for the past eight years (figures for women in parenthesis) were as follows:

<i>Year</i>	<i>Fatalities</i>	<i>Workers Employed (in thousands)</i>	<i>Rate</i>
1958	1,262 ( 7)	4,256 (1,439)	2.96 (0.05)
1959	1,318 ( 8)	4,353 (1,502)	3.03 (0.05)
1960	1,124 (10)	4,362 (1,593)	2.58 (0.06)
1961	1,082 ( 4)	4,381 (1,674)	2.47 (0.02)
1962	1,128 ( 7)	4,488 (1,737)	2.51 (0.04)
1963	1,220 (13)	4,567 (1,808)	2.67 (0.07)
1964	1,314 ( 6)	4,698 (1,911)	2.80 (0.03)
1965	1,254 ( 9)	4,842 (2,020)	2.59 (0.04)

### Fatality Rates

This table shows that the male fatality rate has not changed significantly over the past eight years and the female fatality rates were negligible. Consequently, the decrease of the fatality rate for both sexes combined in this period has to be accounted for by the growth of the proportion of women in the labour force.

Men employed in the primary industry occupations, comprising one tenth of the total workers of both sexes, almost

exclusively are responsible for more than one quarter of the 1965 total fatalities. Similarly, men employed in manual occupations, comprising two sixths of the total workers, are responsible for more than three fifths of the total fatalities. Finally, men employed in the service and white-collar occupations, comprising two sevenths of the total workers, are responsible for almost one seventh of the total fatalities for both sexes.

The 1965 fatality rate for men was lowest (1.19) in the 15-19 age group, was double that figure in the 20-64 age

groups, and double again in the over-65 age group. The fatality rates for women (in the 20-64 age groups only) averaged 0.05.

While the Canadian labour force is growing and more and more workers are exposed to industrial accidents, a workmen's compensation coverage is in the process of becoming widespread.

Employment injury statistics, including those of 1965, fluctuate, but the trend is downward, indicating a slow gradual improvement.



# about gazette

Humanities and Social Sciences

Canada Department of Labour/Aug. 1966





# Canada Department of Labour Publications

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*Annual Report of the Department of Labour* (Covers fiscal year ending March 31). (English or French). Price \$1.00, Cat. No. L1-1965.

*Report of the Industrial Inquiry Commission on Canadian National Railways "Run-Throughs."* Report of Hon. Mr. Justice Samuel Freedman, Commissioner. (English or French). Price \$1.50, Cat. No. L35-965/1.

## Supplements to Labour Gazette

*Collective Bargaining Review:* a LABOUR GAZETTE supplement, Ottawa, 1966. Prepared by the Collective Bargaining Section, Labour-Management Division, Economics and Research Branch, Canada Department of Labour. This review was formerly included in the pages of the LABOUR GAZETTE. Obtainable from the Canada Department of Labour. Free. Cat. No. L13-5/1966.

*Reports of Boards of Conciliation* established under the Industrial Relations and Disputes Investigation Act together with reasons for judgment of the Canada Labour Relations Board: a LABOUR GAZETTE supplement, this booklet contains material that was formerly published in the LABOUR GAZETTE. Obtainable from the Canada Department of Labour. Free. Cat. No. L13-6/1966.

## Economics and Research Branch

*Labour Organizations in Canada* (annual). Contains a brief commentary, the latest statistical data on union membership, and a directory of labour organizations with names of their principal officers, publications, and the geographic distribution of their local branches in Canada. (English or French). Price 50 cents, Cat. No. L2-2/1965.

*Industrial and Geographical Distribution of Union Membership in Canada, 1965* (English or French). Price 15 cents, Cat. No. L31-765.

*Strikes and Lockouts in Canada* (annual). Furnishes a record of strikes and lockouts occurring in Canada during a year. Tables and related texts showing strikes and lockouts by years, by areas, by industries, including time lost, number of workers involved, duration, etc. Price 35 cents, Cat. No. L2-1/1963.

*Wage Rates, Salaries and Hours of Labour.* An annual report published in loose-leaf form and followed later by a paper-bound volume. Contains the results of an annual survey at October 1 of occupational wage rates and standard hours of work in most industries. Averages and predominant ranges of wage rates for selected occupations are tabulated separately on a regional basis for some 90 industries including logging, mining, manufacturing, construction, transportation, trade and service groups. Weekly salaries for office occupations and hourly wage rates for maintenance of service occupations and for labourer for several broad industry groups are shown, on a community basis, in 52 communities. Trends in wage rates are included in tables of index numbers by industry. (Bilingual). Cat. No. L2-547.

First year service including attractive binder with index tabs and paper-bound volume, \$9.50; service without indexed binder, \$7.00; individual tables, 15 cents. Paper-bound volume, \$2.00.

*Working Conditions in Canadian Industry, 1964.* Price 50 cents, Cat. No. L2-15/1964.

## Legislation Branch

*Labour Standards in Canada.* Sets out standards in effect under federal and provincial labour laws regarding child labour, minimum wages, equal pay for equal work, hours of work, weekly rest-day, annual vacations with pay, public holidays, fair employment practices, notice of termination of employment, and workmen's compensation. (English). Price 50 cents. Cat. No. L2-7/1965.

*Workmen's Compensation in Canada—A Comparison of Provincial Laws* October 1963. (With LABOUR GAZETTE reprints covering changes in 1964 and 1965). (English or French). Price 35 cents. Cat. No. L2-6/1963.

*Labour Legislation of the Past Decade.* A review of developments in Canadian labour legislation in 1951-1960 period. (English or French). Price 55 cents, Cat. No. L14-2061.

(Continued on inside back cover)



# labour gazette

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## Official Journal Canada Department of Labour

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*Deputy Minister*

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The International Labour Office  
headquarters in Geneva, Switzerland,  
where the 50th ILO Conference was held.

—Photo by International Labour Office

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Jean-Pierre Després

## Jean-Pierre Després Named Assistant Deputy Minister

The Minister of Labour announced in June that the Civil Service Commission has appointed Jean-Pierre Després, 46, as Assistant Deputy Minister of the Canada Department of Labour, with particular responsibility for labour standards and benefits.

Mr. Després, who holds a Doctor of Social Sciences degree from Laval University, has been Director of Industrial Relations for the Iron Ore Company of Canada, at Sept-Iles, Que., for the past 10 years. His appointment as Assistant Deputy Minister of Labour was effective on August 1.

Previously he served as Director General of Services with the Quebec Department of Labour, Secretary and Associate Professor of the Department of Industrial Relations at Laval University, and from 1946 to 1955 as a member of the International Labour Office's Industrial Relations Committee Division (Iron and Steel) at Geneva.

Mr. Després has participated in numerous international labour conferences. He has represented the Quebec Metal Mining Association on the Quebec Superior Labour Council, and served on the Industrial Relations Committees of the Quebec Metal Mining Association and the Canadian Manufacturers' Association.

He is the author of two books: *Le mouvement Ouvrier Canadien*, and *Le Canada et l'Organisation Internationale du Travail*.

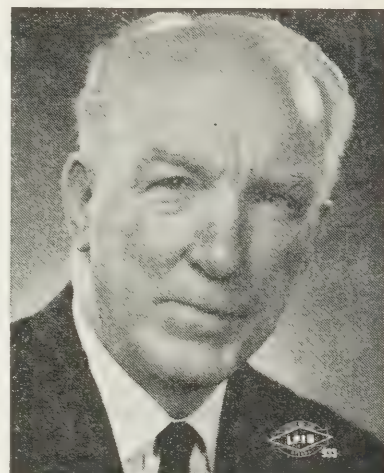
## Schonning made Director-General Of Research and Development

Dr. Gil Schonning, former Assistant Director and recently Director of the Canada Department of Labour's Economics and Research Branch, was appointed Director-General of Research and Development June 30, 1966.

A native of Norway, Dr. Schonning came to Canada at 19 and attended high school in Saskatchewan and Normal School in Alberta. While teaching high school, he obtained a Bachelor of Arts degree from the University of Alberta.

He served with the RCAF from 1943 to 1946, and was discharged with the rank of Flight-Lieutenant. After receiving M.A. and Ph.D. degrees in economics from the University of Toronto, he spent a year with the Saskatchewan Government prior to joining the Canada Department of Labour's Economics and Research Branch in 1951.

Dr. Schonning has represented Canada at several conferences of the International Labour Organization and the Organization for Economic Co-operation and Development. He was a consultant to



Dr. Gil Schonning

OECD in 1963 and 1964 and supervised a "Retraining and Further Training" study that was published last year.

For several years Dr. Schonning has lectured on labour economics at the University of Ottawa.

## C. Ross Ford Retires

Long recognized as "Mr. Technical and Vocational Training in Canada," C. Ross Ford, former Director of the Technical and Vocational Training Branch of the Department of Labour, retired from Government service on July 4.

Since January of this year, Dr. Ford has been with the Department of Citi-

zenship and Immigration, to which his Branch was transferred from the Department of Labour after the recent reorganization.

Tributes to Dr. Ford's outstanding ability and his contribution to technical and vocational training in Canada during his 18 years with the Department of Labour, were voiced by Deputy and Assistant Deputy Ministers of both Departments during a presentation ceremony on June 30.

George V. Haythorne, Deputy Minister of Labour, Tom Kent, Deputy Minister of Citizenship and Immigration, and W. R. Dymond, former Assistant Deputy Minister of Labour and now in a similar position with the Department of Citizenship and Immigration, spoke highly of Dr. Ford's work. They outlined his career as a school teacher and principal, farmer, rancher and Government employee.

When he became director, Canada had no technical institutes and about 100 trade and vocational schools. Today there are 42 Institutes of Technology and more than 1,000 vocational and

*Continued on page 472*



C. Ross Ford

—N.F.B. Photo



## Workmen's compensation laws passed in Nova Scotia, Manitoba and British Columbia Three well-known authorities appointed to a board set up to inquire into the railway situation

The coming into force of workmen's compensation laws in three provinces was referred to in the **LABOUR GAZETTE** of August 1916.

By proclamation dated May 22, 1916, Part I of the Nova Scotia act became effective on October 1 of that year. The British Columbia law came into effect "as between employers and workmen and as to the payment of compensation in respect of injuries to workmen" on January 1, 1917. The other provisions of the latter act, relating to the constitution of the Board and similar matters, came into force on October 1, 1916.

The Manitoba act provided for its coming into force on proclamation by the Lieutenant-Governor in Council, and it had not been put into effect at that time.

The names of the persons appointed to a board established shortly before by the federal Government for the purpose of inquiring into the railway situation in Canada were given in this journal's August issue. The chairman was Alfred H. Smith, President of the New York Central lines, and the members were Sir George Paish, "the well-known British financial authority," and Sir Henry Drayton, Chairman of the Board of Railway Commissioners of Canada.

### Transportation

"The board will give its attention to the general problem of transportation in Canada, the status of the large trans-continental lines, the service which each is capable of performing in the general scheme of transportation, branch lines and feeders, connections in the United States, steamship connections, capitalizations, fixed charges and earnings, and probable future development. The commissioners will also report to the Government upon the reorganization of any of the trans-continental railway system or their acquisition by the state."

The **GAZETTE** also reported that at the recent session of the British Columbia Legislature, "An Act to Provide for a Weekly Half-Holiday for Store Em-

ployees" had been passed. The Act provided that, with certain exceptions, every shop should close not later than 1 p.m. on one day in every week. The exceptions were: bakeries, barber shops, cigar stands, drug stores, newspaper stands, restaurants, shops or stands for the sale of such items as fresh fruits and vegetables, "and such other trades or business as may be declared exempted by order in council."

### Half-Holiday Vote

The Act provided for the taking of a special vote in Victoria, Vancouver and New Westminster to decide whether those cities wanted the half-holiday to be on Wednesday or Saturday. In other municipalities, it provided that the weekly half-holiday should be observed on any day appointed in any bylaw passed under the provisions of the Shops Regulation Act; and in case there was no bylaw, the weekly half-holiday was to be observed on a day agreed upon by the employer and his employees.

Provision was also made for the holding of a referendum at the municipal elections to be held in January 1917 to decide whether the weekly half-holiday was to be on Saturday or on some other day of the week.

Vancouver and New Westminster, the **GAZETTE** said, had already decided in favour of Saturday; and in Prince Rupert, under an arrangement made between the retail clerks and the Retail Merchants' Association, Saturday had also been agreed upon.

"The measure is reported to be operating satisfactorily, and both merchants and employees are apparently satisfied with the working of the law. The citizens are also co-operating by doing their weekend shopping on Friday night and Saturday morning."

### Fires Destroy Towns

"Forest fires during the last few days of July resulted in the complete destruction of a number of towns and villages along the line of the Temiskaming and Northern Ontario Railway and in the

loss of several hundred lives," the **GAZETTE** reported. "The towns of Cochrane, Matheson, Nashka, Iroquois Falls and Porcupine Junction suffered very heavy damage, some of them being practically burned out. Railway, lumbering and mining interests sustained heavy losses, and many settlers' and farmers' homes, barns and crops were destroyed. . . . The fire occurred in what is known as the 'Great Clay Belt' of Northern Ontario, and visited districts which sustained large losses through fires several years ago."

A number of wage increases and some reductions in hours during July were reported by this journal. Seventy-five labourers in coal mines at Corbin, B.C., got an advance from \$2.47 to \$2.60 a day. About 500 plumbers in Toronto were given an increase from 35 cents an hour to 47½ cents for the first year, and to 50 cents for the second year. About 200 building labourers in Windsor, Ont., had their wages advanced from 25 cents to 30 cents a hour.

Under an agreement between most of the publishers of London, Ont., and the London Typographical Union, an increase of \$1 a week was granted to all employees of the composing rooms, both news and job, who were receiving the minimum scale of wages. About 90 men were affected. About 500 employees of the Ottawa Electric Railway had their hours reduced from ten to nine a day, with an increase in hourly wages sufficient to compensate for the reduced working time.

Policemen in Hamilton, numbering 65, got an increase of \$60 a year, which brought their scale to \$1,060 for first-class, \$960 for second-class, and \$860 for third-class men. In Victoria, 80 park and boulevard men got an increase in wages from \$13.50 to \$15 a week; and in Calgary, street sweepers' wages were advanced from 28 to 30 cents an hour. In Toronto, wages of labourers went up to 30 cents from 25 cents an hour. In that part of Ontario, wages of farm hands were up to \$45 from \$25 a month.



## NEWS BRIEFS

### Department of Labour Awards Under University Research Program

Twenty-eight grants totalling more than \$100,000 have been awarded under the Department of Labour's University Research Program for 1966-67. Last year's 14 grants were valued at \$27,712.50.

The grants are made annually by the Department of Labour on the recommendation of a joint Labour Department-University Research Advisory Committee consisting of senior representatives from universities and from the federal Departments of Labour and Citizenship and Immigration. The purpose of the grants is to encourage and facilitate research in all phases of labour economics, including industrial relations, labour conditions, wages, manpower development and various factors affecting employment, unemployment and the labour force.

The program was expanded this year to include studies in vocational rehabilitation and the economic and social aspects of education and training.

Applications for the grants are accepted up to March 1 each year from post-graduate students, members of university faculties, and others who possess qualifications for research, are Canadian citizens, have a degree from a Canadian university, or will be residing in Canada on a continuing basis. The post-graduate training of applicants must be in the field of social science.

A report and summary of findings of each research project must be submitted to the Labour Department-University Research Advisory Committee, but the studies remain the property of the authors, and many are subsequently published.

In the 16 years since the Department of Labour-University Research Program was initiated, 137 grants valued at \$234,181.69 have been made.

The studies for which the 1966 grants were made and the names of the recipients are:

The Intercommunity Propensity to Strike: A Sociological Analysis of Industrial Conflict in Canada from 1901 to 1963, by Jean-Pierre Alix;

Méthode de Prévision de la Demande Main-d'Oeuvre Selon Les Occupations, by Richard Beland;

Problems Arising from the Practice of "Contracting Out" in the Setting of Current Labour Legislation, by Joel Bell;

The Effects of Unequitable Payment on Performance, Job Satisfaction, and Inter-personal Relationships, by David William Carment;

Industrial Relations Implications of Canadian-U.S. Economic Integration: The Automobile Industry as a Case Study, by Norman Coates;

Statistical Analysis of Cost-Benefit Studies Related to Education, by Dian Cohen;

Occupational Mobility: Rural Versus City-Bred Workers, by Stewart Crysdale;

The Arbitration of Union-Management Grievances in Canada, by C. H. Curtis;

Analysis of the Dimensions Relevant to the Attitudes Expressed by Business Executives and Union Leaders Concerning Self and Each Other, by Mervyn N. Eastman;

Conflict and Co-operation in Industrial and Commercial Organization, by George Kenneth Eoll;

A Study of Wildcat Strikes in Canada, by Maxwell Flood;

An Analytical and Empirical Study of the Effects of the Introduction of Overtime Premium Rates, by Larry Hersh;

The Measurement of Affective and Attitudinal Changes in Emotionally Handicapped Clients Served in a Vocational Rehabilitation Centre and its Use in the Prediction of Outcome and Long-Term Work Adjustment, by the Jewish Vocational Service;

Study of the Utilization of Womanpower in the Government Service, by Stanislaw Judek;

Investigation of Structural Unemployment, by Stephen Felix Kaliski;

The Theory of the Canadian Labour Movement, by Aranka E. Kovacs;

Language and Mobility of the Labour Force in Canada, by Claude Lemelin;

Study of the Brandon Packers' Strike, by G. F. Macdowell;

The Economic Return on Investment in Formal Education for Various Occupation Classifications, by John Richard McKean;

The Urbanization of Indians and Related Consequences, by Mark Nagler;

Comparative Study of the Adjusted and Non-Adjusted Migrant from Cape Breton to the Urban Toronto Area, by John J. Nicholson;

A Study in Short-Term Fluctuations in Canadian International Migration, 1964-65, by Louis Parai;

The Development of Collective Bargaining in the Nursing Profession in the Province of Alberta, by Phylis B. J. Parsons;

A Statistical Study of the Socio-Economic Factors Which Affect Uni-



William Thomson

### William Thomson, NES Director, retires

William Thomson, a man who has made a "major contribution to Canadian manpower policies," retired as Director of the National Employment Service, after serving in that capacity for the past decade. Hon. Jean Marchand, Minister of Citizenship and Immigration, said that the retiring NES director had brought unrivalled knowledge to his job: "His great understanding of the personnel and employment service fields enabled him to play a unique role in the development of national manpower services."

A native of Scotland, Mr. Thomson began his career in the public service with the Dominion Bureau of Statistics. In 1941 he became Director of Licensing of the Wartime Prices and Trade Board, but interrupted this career to serve as a naval personnel officer in World War II.

After his discharge from the navy he became Chief of the Analysis and Development Division, National Employment Service. He was appointed NES Director in 1956.

University Enrolment of College-Age Persons in Scarborough Township, by A. F. Wynne Plumptre;

An Analysis of the Level and Composition of Unemployment in Canada, by Pierre-Paul Proulx;

A Study of the Canadian Labour Market Within an Econometric Model of the Canadian Economy, by John A. Sawyer;

The Changing Structure of Bargaining Units and Collective Bargaining, by W. Donald Wood;

The Role of Government in the Labour Market, by H. D. Woods.

## Drain of engineers heaviest in five years

More Canadian engineers are emigrating to the United States than at any time during the past five years, it is reported by the Technical Service Council, a non-profit organization that was started by educators and industrialists to work toward retaining Canadian engineers and scientists in Canada.

During the fiscal year ended March 31, 1965, a total of 920 engineers emigrated from Canada to the United States, the Council says. This was an increase of 16 per cent compared with 1964 and was the largest number since 1960, when 1,079 engineers moved south. Only 2,239 engineers graduated from Canadian universities in 1965, and although very few of the new graduates emigrated, the drain of experienced men represented 41 per cent of the new supply of engineers.

During the decade that ended in 1965, the number of engineers who left Canada for the United States was 9,369. It is estimated that there are only 53,000 engineers in the whole of Canada. During the same period, 1,104 chemists and 1,075 scientists left the country, the Council reported.

## Mail union changes name

The Federated Association of Letter Carriers at its 34th triennial convention, held in Montreal at the end of May, decided to change its name to the Letter Carriers' Union of Canada. The delegates also approved changes in the constitution that made the office of president a full-time post, and established a full-time field staff of nine district representatives. The president's salary was set at \$10,000 a year.

## New chairman named for Rehabilitation Council

The appointment of A. Lorne Campbell, Q.C., of Winnipeg, as Chairman of the National Advisory Council on the Rehabilitation of Disabled Persons has been announced by the Hon. Jean Marchand, Minister of Citizenship and Immigration.

Mr. Campbell has had extensive experience in rehabilitation matters. He is immediate past president of the Canadian Rehabilitation Council for the Disabled, and of the Society for Crippled Children and Adults of Manitoba. The new chairman is senior partner in a Winnipeg law firm and a veteran of

A measure "to be known as the Canada Assistance Plan, to establish a program for sharing with the provinces in the cost of assistance, including health care and welfare services, provided to or in respect of persons in need . . ." was introduced by the Minister of Health and Welfare on June 21, and, as Bill C-207, was given first reading (p. 6701). The Bill passed second reading on July 5 (p. 7205), after prolonged debate extending over several sittings, and third reading on July 8 (p. 7417).

On July 5, the Minister of Health and Welfare, on behalf of the Minister of Labour, moved first reading of Bill S-35 (from the Senate) respecting the prevention of employment injury in federal works, undertakings and businesses (p. 7183), and the House agreed to the motion.

On June 6, Bill C-193 to amend the Public Service Superannuation Act, the Canadian Forces Superannuation Act, and other acts relating to pensions to provide for their correlation with the Canada Pension Plan, was introduced by the Minister of National Revenue on behalf of the Minister of Finance, and given first reading (p. 6048). The bill passed second reading on June 13 (p. 6359), and third reading on June 28 (p. 6986).

Bill C-221, dealing with the portability and solvency of private pension plans applicable to employment in works, undertakings and businesses under the jurisdiction of Parliament, was introduced by the Minister of Public Works on July 7 and given first reading (p. 7304).

Bill C-215 respecting certain conditions of employment of dock workers at the ports of Montreal, Trois-Rivières and

Quebec was introduced by the Minister of Labour on June 29 and given first reading (p. 7002).

Bill C-174 to provide for the establishment of The Company of Young Canadians (L. G., June, p. 278) was given second reading on June 10 (p. 6276), and third reading on June 28 (p. 6975).

Bill C-181 respecting employment in the public service (L.G., July, p. 349) passed second reading on June 6 (p. 6011) and was referred to the special joint committee on the public service of Canada.

Bill C-2 to amend the Fair Wages and Hours of Labour Act (L.G., June, p. 278) passed third reading on June 6 (p. 6049).

Bill C-178 providing for the establishment of new Government departments (L.G., July, p. 349) passed third reading on June 6 (p. 5999).

Bill C-186 respecting allowances to persons being trained under technical and vocational training programs (L.G., July, p. 349) passed third reading on June 9 (p. 6203).

On June 14, the Minister of Labour announced that a settlement had been reached in the strike of longshoremen in three St. Lawrence River ports (p. 6367).

On June 16, Royal Assent was given to acts that passed the House as Bills C-178, C-186, and C-2 above (p. 6535).

The conclusion of a reciprocal agreement with the Government of Ontario for the transfer of pension credits for civil servants transferring from the Government of Canada to the Province of Ontario and vice versa was announced by the Minister of Finance on July 7 (p. 7303).

## Correction

In the May issue of the *LABOUR GAZETTE*, on page 217, it was stated erroneously that Bill C-151 regarding rural development had been given second reading on March 31. The bill that was given second reading on that date was C-152, referred to on the same page, amending the name and extending the application of the Agricultural Rehabilitation and Development Act.

Bill C-152 passed third reading on April 6 (p. 3955), and C-151 passed second and third reading on May 12 (pp. 5056, 5077).



## New Director for Ontario Civil Service Recruitment

Mrs. Ethel McLellan, Director of the Women's Bureau in the Ontario Department of Labour, has been appointed Director of Recruitment for the Ontario Civil Service Commission. She and her staff of 38 will be responsible for the hiring of personnel to staff the 23 departments of the Ontario Government.

Mrs. McLellan hopes to develop a form of counselling within the Service so that those interested in advancing their careers may take full advantage of available opportunities.

## All-male clerical work force may result from automation

Automation will result in a clerical work force made up predominantly of men, Gilbert Levine of Ottawa, research director of the Canadian Union of Public Employees (CLC), predicted in a paper he presented to the Trade Union Summer School sponsored by the Labour University Education Committee at St. Francis Xavier University in Antigonish, N.S., in June. He said automation has had little effect so far on the general level of office employment but will have serious consequences in the future.

He anticipated increased union organization of clerical workers who will lose their identification with management as they work more with machines and less with paper and people.

He said "prejudice against women in the scientific age" would result in men's once again outnumbering women in clerical work, as they did until World War II.

"Retraining, the great cry in the age of automation, appears to be a male preserve," Mr. Levine stated. "Few women are chosen for on-the-job training if the employers can possibly find a man to fill the spot." He said automation, which is replacing brain power by electrical power, has not resulted in substantial layoffs of clerical employees.

In the long run, automation would result in fewer new job opportunities for children born during the baby boom after World War II and now reaching working age. This might lead to a rising rate of unemployment among young office workers.

Other long-term reductions of job opportunities would result from rapid expansion of automation to new areas of office work, introduction of more sophisticated computers, and greater use of automation by smaller companies.

He added: "A sudden downturn in the state of the general economy, with the

## Seaway staff awarded 30-per-cent increase

Operators and headquarters personnel of the St. Lawrence Seaway Authority gained a wage increase of 20 per cent retroactive to January 1, and a further increase of 10 per cent effective January 1, 1967, in a two-year agreement announced in the Commons by Prime Minister Pearson on June 16, a day before the date set for a strike that would have shut down the Seaway.

In addition to the wage increase, the Seaway Authority agreed to pay the full cost of all welfare programs that had

formerly been shared by management and employees.

William Smith, President of the Canadian Brotherhood of Railway, Transport and General Workers, the bargaining agent for the employees, numbering about 1,200, reckoned that the total value of the package amounted to 85 cents an hour for all employees.

The union had demanded a wage increase of 35 per cent in a one-year agreement that would have brought wages of Canadian workers to the same level as those of employees on the United States side of the Seaway. The Seaway Authority had accepted the recommendation of a federal conciliation board for an immediate increase of 7 per cent, and a further 7 per cent in 1967. Previously, the Authority had offered a three-year contract with an immediate increase of 3 per cent, another 3 per cent next year and a final 3 per cent in 1968.

The union nominee on the conciliation board had recommended in a minority report an increase of 20 per cent in the first year, and another increase of 20 per cent in the second year of a two-year contract.

The agreement came after the intervention of a federal Government mediator, Senator Norman MacKenzie, and two cabinet ministers, Hon. John R. Nicholson, Minister of Labour, and Hon. J. W. Pickersgill, Minister of Transport. The pay increases finally approved by the federal Cabinet were described by Prime Minister Pearson as necessary in the national interest. Owing to the size of the increases, Seaway Authority President Dr. Pierre Camu refused to take responsibility for agreeing to them without Cabinet approval.

## L. A. Picard appointed one-man Inquiry Commission

The appointment of Laurent August Picard, D.B.A., Outremont, Que., as an Industrial Inquiry Commission to investigate certain matters connected with the settlement of a dispute affecting longshoremen in the ports of Montreal, Trois-Rivières and Quebec, was announced by the Minister of Labour in the House of Commons in June.

The Commission will investigate possible technological and other changes having a bearing on improvements in productivity, the size and structure of gangs, calls and recalls of men, job security, and related matters.

The Minister pointed out that when the dispute between the Shipping Fed-

eration of Canada and the International Longshoremen's Association ended in a settlement providing for increased wages in compensation for improvements in productivity, the federal mediator had recommended the establishment of such a commission.

Dr. Picard is Associate Director of *École des Hautes Études Commerciales*, University of Montreal, and Director of the Business Administration Department. He is a member of the Quebec Commission of Teaching and Advanced Education, and President of the Research Commission on the Shoe Industry of the Province of Quebec.

# No panacea for poverty

"The Canada Assistance Plan and its companion programs will not solve the problems of poverty overnight," Hon. Allan J. MacEachen, Minister of National Health and Welfare, told the Canadian Conference on Social Welfare in Vancouver on June 20.

"Unfortunately there is no magic touchstone, in Ottawa or elsewhere, that will miraculously wipe out and reverse a shameful heritage that has spread its roots through many generations and which has seen entire communities and regions, as well as families and individuals, thrown into the treadmill of want. The keys are education and rehabilitation, and these are not instant-working combinations," he declared.

The Minister said the Canada Assistance Plan recognized that while a massive attack on poverty must be undertaken, the primary focus must be on the individual and on the particular circumstances he faces.

The use of the needs test as a reasonable and practical way of helping the individual, without infringing on his privacy, "makes it possible to assess with the individual the problems he faces, his individual requirements, and the steps that must be taken to enable him to mobilize his own resources along with those of the community to achieve the fullest possible degree of self-support."

The Canadian Government was studying extensively the various ways of providing income support, he said. Among them was the guaranteed annual income. "While (it) has a good deal to commend it, it has a number of far-reaching implications which must be fully weighed before any decision is taken."

He said that there was a serious shortage of qualified welfare staff, and the addition of new and expanded programs will only serve to aggravate the shortage. He said the Canada Assistance Plan contained provisions for federal contributions toward the cost of staff training and development, and that plans were being drawn up for developing training programs at various levels.

Turning to the role of voluntary agencies, Mr. MacEachen said that despite broadening of the Government's role, there would remain a need for such agencies, as well as for public administration of social welfare programs.

In recent years voluntary organizations had been "the catalysts (that) have pushed and propelled Governments into action. It was they who saw the need or

searched it out and who agitated and hammered at public opinion and finally convinced the community and its lawmakers that something should be done." The role of voluntary organizations may change, he said, but their importance will not diminish.

"As society becomes more industrialized, more urbanized and more automated, individual and community problems will increase and multiply. As solutions are found to existing problems, new situations will arise that will require public and governmental attention. Your

## New militancy rebels against "establishment"

The new spirit of militancy being displayed by union members is as much a rebellion against the trade union "establishment" as it is a rebellion against the management "establishment," Prof. John Crispo, Director of the Centre for Industrial Relations at Toronto University, told an Arts of Management Conference at Toronto in May.

He called trade unionists the "managers of discontent," and marketing and advertising executives "merchants of discontent," who were stirring up discontent "faster than unions can deal with it."

Prof. Crispo cited as manifestations of trade unionists' militancy:

- the unseating of union leaders, a practice prevalent in the United States today;
- the number of instances in which unions have broken or changed their affiliations;
- the failure to ratify collective agreements;
- the number of wildcat strikes not approved by union leaders.

The speaker suggested that one underlying factor in this militancy might be the new attitude of respect for civil disobedience, such as that shown in the civil rights and anti-war demonstrations. "I am not sure," he said, "that this isn't contributing to a general lack of respect for leaders."

Prof. Crispo thought that there was a lack of satisfaction for the "higher order needs" of trade unionists. He said that "when material needs begin to be secondary, things like job satisfaction and self-respect become more important; and if management won't satisfy these, you may find workers lashing out and asking for more money, or absenting themselves, or going on wildcat strikes."

challenge—and ours—is to adapt ourselves and our institutions and communities to the changing needs of our society."

Without a strong back-up force of voluntary agencies, there is always the danger that governmental efforts to deal with social welfare problems "will become overly impersonal and that the spiritual and moral values will fade into the background," he said. "There is, then, an important role for voluntary agencies, a role that will increase in importance as our society develops."

He mentioned among other intangible factors, job security, management secretiveness, a susceptibility of workers to rumours, and the inability of unions to bargain on changes of working conditions during the life of a collective agreement.

Other reasons for the manifestation of discontent, he said, were: higher education, which enabled workers to understand the implications of "enormous profits;" full employment, in which position the workers ran little risk of loss by agitating; intra-union and inter-union rivalries; the presence of so-called "young Turks" in the union movement; and the fact that local grievances could not be dealt with in top-level negotiations.

"How can we understand and cope with this new militancy? We should welcome some of it—at least as long as it isn't out of hand; and to alleviate it, management must be frank, must alleviate working conditions," the speaker said.

He told his hearers that firmness on the part of management was sometimes needed, and he said that they might be surprised "at how many union leaders would appreciate backbone in management when a wildcat strike which may bring a higher settlement, at the same time undercuts union leadership."

## In Error

The May issue of the LABOUR GAZETTE carried an article inadvertently titled, "CLC-Sponsored Education Conference Attended by 700 Union Members." As the conference was actually sponsored by the Ontario Federation of Labour, we want to apologize to all those people we may have hurt or infuriated by our failure to give credit where it was due.—ED.



## Injunction barring rail strike made permanent in U.S.

A United States federal court early in May made permanent an injunction that had prevented locomotive firemen from continuing a strike for restoration of about 18,000 jobs which had been abolished as a result of a compulsory arbitration award in 1963 (L.G. 1963, p. 1070). The union said that it would appeal against the injunction to a higher court.

A temporary injunction issued a month earlier had brought to an end a four-day-old strike by the Brotherhood of Locomotive Firemen and Enginemen against eight railroads employing more than 150,000 workers in 38 states.

H. E. Gilbert, President of the BLFE, said that the strike had been called because the railways would not bargain with the union on a demand for a training program to qualify firemen as enginemen. The strike continued for a short time after the injunction was issued, but it was called off after an appeals court upheld a citation against the union for contempt of court.

## Job-caused illness may be compensable

A study of recent workmen's compensation decisions, arbitration awards and court rulings by two Cornell University research workers has led them to conclude that cases which have occurred in various states "clearly indicate that mental or emotional illness resulting from certain elements on the job is compensable".

In an advance summary of the report of their study, the authors state that the most clear-cut of the cases examined is one involving an auto worker who suffered a nervous breakdown because of "his supervisor's criticism coupled with his inability to perform the job correctly".

According to the report, the burden of proof in these cases has rested with the employer, who has had to prove that something in the working environment did not hasten, or contribute to the onset of emotional instability. The authors predict that it will be only a matter of time before alcoholism will be compensable, on the ground that it is among the "various forms of emotional disturbance which may be brought on by job pressures."

They believe that, as a consequence of this new responsibility, employers will pay more attention to "the matching of temperamental demands of jobs with individual personality requirements."

## Scottish shipyard agreement may be model

A new agreement reached in April between management of the Fairfield shipbuilding yard at Clydeside in Scotland and the 13 unions whose members work in the yard was represented as one that might mean an end to strikes and "demarcation" disputes. Both sides, it is said, greeted it enthusiastically as revolutionary, and as one that deserved to become a prototype throughout the shipbuilding industry, and perhaps other industries as well.

The Fairfield yard was rescued from closure toward the end of last year by an arrangement in which the British Government joined a private industrialist in providing necessary capital to enable the yard to remain in business; and the unions concerned agreed to abandon restrictive practices and to accept drastic changes in work methods, on the strength of a guarantee that they would get three years' continuous employment.

Iain Stewart, the Scottish industrialist who provided part of the new capital, at the time insisted that the guarantee of three years' employment had not been fully accepted, but he pointed out that Fairfield had between 18 months' and two years' work on hand, and that co-operation would ensure more contracts.

The recently signed agreement provided, among other things:

- one hundred per cent union membership, with subscriptions to be deducted from pay;
- all recruitment to be made in consultation with the unions, but promotion to the rank of foreman or other "first line" management to remain in the hands of the company, although the unions were to be consulted about it if they wished to be;
- the setting up of a new central joint council comprising representatives of unions and management to discuss wages and working conditions;
- establishment of a permanent standing joint subcommittee of the council, which can be called at short notice to deal with disputes involving more than one union—for instance "demarcation" (or jurisdictional) disputes;
- greatly improved status for shop stewards and other trade union officers, who would have their own yard offices, facilities for calling meetings, and the right to leave work to attend to union business;
- co-operation by management in the training of shop stewards and union officials;
- an agreement by the unions not to indulge in stoppages, overtime bans, or "other limitations on production" until a dispute has gone through the entire agreed procedure.

## Wage Schedules Prepared in May

During May the Department of Labour prepared 400 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada, for works of construction, remodelling, repair or demolition, and certain services. In the same period, 208 contracts in these categories were awarded. In addition, 210 contracts that contained the General Fair Wages Clause were awarded by Central Mortgage and Housing Corporation, Defence Construction (1951) Limited, The St. Lawrence Seaway Authority and the Departments of Defence Production, Northern Affairs and National Resources, Post Office, Public Works and Transport.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned or to others who have a bona fide interest in the execution of the contract.

Contracts awarded in May for the manufacture of supplies and equipment were as follows:

Department	No. of Contracts	Aggregate Amount
Defence		
Production	148	\$1,643,455.00
Post Office	21	422,279.25
RCMP	3	91,424.80
Transport	13	106,123.81

During May the sum of \$1,285.16 was collected from six contractors for wage arrears due their employees as a result of the failure of the contractors, or their subcontractors, to apply the wage rates and other conditions of employment required by the schedule of labour conditions forming part of their contract. This amount is for distribution to the 38 workers concerned.

# Industry—Symbol of Modern Canada

Speakers from industry, government and universities addressed delegates on productivity, injunctions, the Canadian economy, manpower skills and training, and guaranteed income

Henri W. Joly, Quebec City, elected President for 1966-67

More than 1,500 delegates from business, finance, transportation, economics and government converged in Montreal for the 95th annual general meeting of the Canadian Manufacturers' Association, June 5, 6 and 7. Theme of the meeting was "Industry—Symbol of Modern Canada."

Among the principal speakers were: Hon. Jean Marchand, Minister of Citizenship and Immigration; Hon. Robert H. Winters, Minister of Trade and Commerce; Dr. John Kenneth Galbraith, Professor of Economics, Harvard University; Arthur J. R. Smith, Director, Economic Council of Canada; and Walter E. Duffett, Dominion Statistician, Dominion Bureau of Statistics.

The new CMA president elected for the 1966-67 term is Henri W. Joly, president of B. Houde & Grothé Ltée and of Peter Jackson Tobacco Limited, Quebec City.

### H. B. STYLE

Retiring CMA President H. B. Style, opening the business session and plenary conference on Canada's assets, referred to the country's "strong and vigorous economy—so much so that Finance Minister Sharp in his first budget felt obliged to try to slow things down a bit." He said that in recording this kind of economic growth, Canada was outpacing most, if not all of the advanced industrial nations of the world.

Mr. Style said that only two or three years had passed "since we were receiving dire warnings that we could not hope to find jobs for our rapidly expanding labour force in the face of the onrushing pace of advanced technology. And yet here we are in 1966 experiencing actual



Henri W. Joly

labour shortages in many parts of Canada."

In the tightening employment situation, labour had contrived to improve its share of national wealth at a notable rate, he said. "High wages are the necessary precursor of a rising level of domestic consumption, and as such, not a cause for dismay on the part of employers, provided that they do not get so far out of line as to bring on raging inflation.

"If that were to happen, and we were to lose all control over our costs and prices with disastrous consequences for both our domestic and foreign sales, labour would suffer as much as anyone, prosperity would quickly evaporate, and the ranks of the jobless would swell." He said the key to "avoiding this sort of nightmare" was improved productivity.

The test now would be whether industry could hold on to its gains and build on them, he said. This must be done if employment was to be maintained at a high level and productive capacity further expanded. "As always this requires of management every effort to achieve maximum efficiency, and of labour, intelligent willingness to play its part in attaining it."

### Injunctions

There were disturbing signs of rising labour militancy in some parts of Canada that could create serious problems in the immediate future, he said.

Management's recourse to the courts for injunctions to limit pickets had been cited as one reason for the growing restiveness. "What is overlooked is that while employees certainly have the right to withhold their labour, employers have an equal right to keep their business going and to get along without striking employees if they can."

Mr. Style said that management is driven to seek injunctions when mass demonstrations threaten to close down a plant. "If unionists do not like injunctions, all they have to do is avoid creating the conditions which make it imperative for management to seek them."

Labour and management should not forget that Canada, as a major world trader, could not afford to do anything that would accelerate costs and prices, he said.

The retiring CMA president referred also to a recent survey, made by the Organization of Economic Co-operation and Development, which revealed that large numbers of engineers and scientists were leaving Canada for higher paying



jobs and better opportunities in the United States.

"Clearly, we cannot prevent these people leaving to give other countries the benefit of their talents and qualifications," Mr. Style said. "What we can do is to see that the grass is at least as green in our own back yard as it is in fields farther away. And time is definitely not on our side."

#### J. C. WHITELAW

Presenting a summarized version of his annual report to the general conference, CMA Executive Vice-President and General Manager J. C. Whitelaw said that the calendar year 1965 was the fifth successive year of economic expansion. Canada's gross national product reached \$52 billion for a gain of 9.7 per cent over 1964.

"Taking into consideration the rise in price levels of 3 per cent, the real increase in total production of goods and services was 6.6 per cent, one of the best rates of growth achieved by any of the leading industrial nations last year."

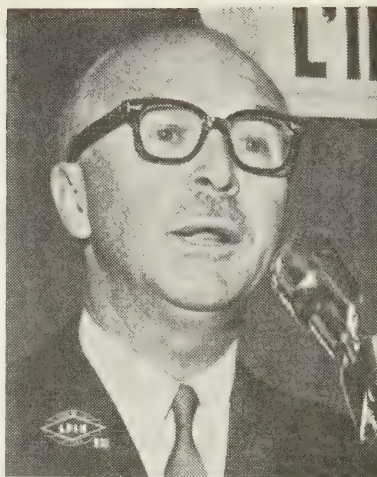
Mr. Whitelaw said that, with the elimination of most of the earlier slack of underemployed capital and labour resources, the rate of expansion had to level off; but further substantial growth could be expected in the current year.

"The spectre of inflation has definitely emerged from the realms of academic discussion," he said. "We must all hope the measures taken [in the March 29 Budget] have the desired effect, and that flexibility in their application will be retained to the extent necessary to ensure that they do not retard our healthy growth."

Mr. Whitelaw referred also to the growing evidence of unrest and militancy on the part of labour, especially in Quebec, Ontario and British Columbia. Various excuses have been offered for the instances of defiance of the law after several years of relative harmony on the labour front, he said, but "most of these excuses add up to a disinclination of some unionists to observe laws which they don't like—and let me emphasize that word 'some,' because the criticism certainly doesn't apply to all."

#### Power and Responsibility

Mr. Whitelaw said that organized labour was more powerful today than ever before. "But power should and must beget responsibility, and exercise of that responsibility requires that the representatives of organized labour repudiate illegal or irresponsible conduct and make it unmistakably clear that it will not be tolerated, much less condoned."



J.C. Whitelaw, Q.C.

It was an unfortunate truth that some labour unions operated under the delusion that the will of its members was law. "Until this mentality undergoes substantial change, we will continue to be plagued with a crisis of authority."

He said that it was necessary for management to go out of its way to be fair in all its dealings and to demonstrate constructive leadership on the broadest of fronts.

In a report written by Mr. Whitelaw and submitted to delegates, hope was expressed that the soon-to-emerge Department of Manpower would be able to keep the required number of skilled immigrants flowing into Canada.

#### HON. ROBERT H. WINTERS

Hon. Robert H. Winters, Minister of Trade and Commerce, told the conference that from 1961 to 1965 the ranks of Canadian job holders had risen by 800,000, or 13 per cent, and that national output had increased by 27 per cent. In the same four-year period, manufacturing output had grown by 38 per cent.

Mr. Winters said that the restraints called for in this year's Budget were appropriate and "skilfully calculated not to halt expansion but to contain it within a sustainable rate, and to avoid the kind of downturn that comes inevitably when expansionary forces get out of hand."

He said that it was of utmost importance to keep in check inflationary forces that originate domestically. "Only by so doing can we maintain the international competitiveness so essential to the economic health of the Canadian community."

The Minister went on to explain that the great bulk of Canada's production of

goods was sold in direct competition with American products in the domestic, American and foreign markets. "It is therefore a matter of no little concern that Canada-United States comparisons of recent movements in certain important elements of cost are to our disadvantage."

#### Labour Costs

As an example, the Minister cited manufacturing unit labour costs which, during the past two years, had risen more in Canada than in the United States.

"The effectiveness with which the production process is organized reflects first and foremost the skills of management," the Minister said. He added that productivity was also affected by the education, skills and health of the work force, the quality of inputs from the service industries, the environment within which industries must operate, and many other factors outside the control of management.

"If our productivity lags in relation to that of other countries, the results will soon show in a decline in our trade, a deterioration in our balance of payments, and prejudice to our prosperity."

"If we are to make the most of our economic potential, all groups in the community must contribute effectively to the nation's performance. And if the various elements are to work harmoniously to this end, they must share equitably in the proceeds in relation to their respective inputs."

#### Foreign Investment

Mr. Winters said that "probably in no other country in the world does foreign investment play as prominent a role as in Canada". Much of this investment had taken the form of direct participation in Canadian industry, and there was a particularly heavy concentration of foreign ownership in mining and manufacturing industries.

"Surely in these circumstances the sensible approach to foreign investment is to set a course that will make full use of the positive and constructive features of the international company while minimizing the risk of restrictive tendencies that may arise from external decisions affecting Canadian companies."

The Minister said that he had written recently to foreign-owned subsidiaries, setting down what the Government believed to be appropriate guidelines of good corporate behaviour in Canada. The guidelines emphasized the need for subsidiary companies to strive for the maximum realization of their potential,



and for full participation in and identification with the life of the Canadian community.

Mr. Winters said he realized that strict adherence to the guidelines might not be possible immediately, but that eventual

Canadian ownership of foreign firms would help subsidiaries to identify themselves with Canadian objectives.

"Greater national self-reliance financially would not be without its reward," he told the conference. "It could, for

example, reduce the uncertainties and vulnerabilities inherent in substantial reliance on foreign capital, and would be a step toward providing for Canadians a larger stake in the development of their own economy."



—Photo by B & I Photography, Montreal

Manpower Conference, left to right: H. L. Shepherd, Canadian Westinghouse Co. Ltd., Hamilton; Lloyd Hemsworth, Canadian Industries Ltd., Montreal; Hon. Jean Marchand, Minister of

Citizenship and Immigration; Kenneth Hallsworth, Ford Motor Company of Canada Ltd., Oakville.

## Manpower Conference

### HON. JEAN MARCHAND

The manpower conference heard Hon. Jean Marchand describe the Department of Manpower as a catalyst, a co-ordinator, and a consultant to management and labour. He told the delegates that the Department's chief challenge was to provide a professional consultative service "to all parts of the world of work."

Mr. Marchand reviewed his department's plans to expand and revitalize the National Employment Service, co-ordinate immigration policy with the needs of the labour force, accelerate training and retraining programs, and research comprehensive statistical data on manpower needs.

The Minister said that Canada's present prosperity had entirely changed the emphasis of labour needs. "Education, skill, adaptability, mobility, acquire a significance that we are only beginning to understand."

The population of Canada, now approaching 20,000,000, was expected to double in the next 20 years, Mr. Marchand said. "Unless governments, both federal and provincial, work with management and labour to solve the manpower equation, Canada could well change from a 'have' to a 'have not' nation in the global community."

Manpower had to be used efficiently, he averred, or there would be a slow-down in the expansion of the economy. The shortage of skilled workers had already put a major brake on economic expansion. "The sum of low productivity and an expanding population could equal widespread poverty," he said.

He asked the conference whether management had considered adapting the job to suit the employee's capabilities. "We know we are in a tight labour market at present. We know we need to improve productivity. But if we put these two anomalous factors together, we may discover that in certain situations the only way to ensure a measure of productivity is when the job is tailored to the man."

### LLOYD HEMSWORTH

Lloyd Hemsworth, Assistant to the President of Canadian Industries Limited, Montreal, speaking on "Forecasting and Fulfilling Manpower Needs," said that the manpower skill needed for the years ahead was the skill to decide on clear objectives and devise strategies to bring them to realization.

"We are lacking this planning skill in the depth that we need it," he said.

"Even our compensation and promotion policies seem to reward the person who keeps his eye on the present rather than the future."

Mr. Hemsworth remarked that the second annual review of the Economic Council of Canada implied that Canadian management was less educated than its United States counterpart. "If this is true, it is because of the little value placed on planning skill rather than on differences in formal education," he said.

"It is from amongst the creative, horizon-oriented, frequently unconventional group of people that the needed skills will emerge if we have the good sense to foster their innate abilities and not drive them outside of business to seek self-expression.

"The skill required tomorrow is not the skill to manage traditions, but the skill to manage change."

### H. L. SHEPHERD

The idea that skills might have occupational objectives and make a direct contribution to the economic health of Canada "came very late in the day," said H. L. Shepherd, Manager of Training and Salary Administration for Canadian Westinghouse Company Limited, Hamil-



ton, in an address on "Manpower Training—Schools and Skills."

He pointed out that Canada had taken a route different from that followed in Europe, where companies historically provided something akin to schools through their apprenticeship and similar programs. "For some reason we seem to have had a guilt complex in this country about not following the European system, even when we could easily see that our industrial competence grew much more rapidly than had been the case in Europe, and even though we kept our children in school acquiring a basic education until later in life than was the case in Europe."

Mr. Shepherd told the manpower conference that Canadians had no need to apologize for the present state of training of the work force in Canada nor to be ashamed of the training of the past. He admitted that in retrospect "we could have, and should have, done better, but I have great confidence that we are moving in the right direction."

Mr. Shepherd believes that:

- training in industry is "not badly done in general" and that informal on-the-job training is often unjustly criticized; and it is better to be informal, progressive and flexible than to be structured, formal and rigid;
- recent developments in schools and school curricula, particularly the concept of the community college, are constructive;
- emphasis on education in the 2nd Annual Report of the Economic Council of Canada is fully justified, but education should not be overestimated; many important influences on individuals surround the still-developing training structure formed by the combination of schools and companies;
- the Economic Council's Report tends to underplay two of its more significant inferences: that sources of economic growth include attitudes and enterprise of people as well as education, and that occupational training with economic objectives is only one of the several purposes of education.
- five years from now, industry will be spending a large percentage of time working with professional educators.

Mr. Shepherd advised against complacency and an overdependence on the ability of schools and companies to inspire and influence individuals. Television, newspapers and magazines were powerful stimuli, he said, and management had a responsibility to influence the community for good through constructive contributions.

## Productivity Conference

ARTHUR J. R. SMITH

"In comparison with most other industrially advanced countries, Canada has had a slow rate of economic growth over the past decade," said Arthur J. R. Smith, Director, Economic Council of Canada, in an address on "Productivity: Performance and Growth." This was caused by a relatively slow rate of growth in output in relation to the manpower, capital and resources needed to produce the output. A growing awareness of this fact has focused attention on the productivity performance of the Canadian economy, Mr. Smith said.

"During the latter part of the 1950s and the early 1960s, our poor productivity performance was clearly related to the large degree of economic slack that developed in the economy." This slack appeared in the form of a substantial under-utilization of available manpower resources and productive capacity.

Although productivity increases had improved significantly over recent years, he said, the increases failed to measure up to the gains that could be expected from a period of strong expansion. High levels of productivity were essential for high average incomes and standards of living. Sustained and rapid increases in productivity provide the essential basis for sustained and rapid growth of living standards of people, and the economic wealth and welfare of nations.

Strong productivity would improve industry's long-term capacity to hold and attract capital, new technology, high quality management, skilled and produc-

tive workers and needed material resources. It would also increase long-term capacity to hold down costs, gain new markets and remain profitable and competitive.

The crucial question was how such a performance could be achieved, Mr. Smith said. "It is important to emphasize that a good productivity performance at the national level must reflect a good performance by individual production units in the economy."

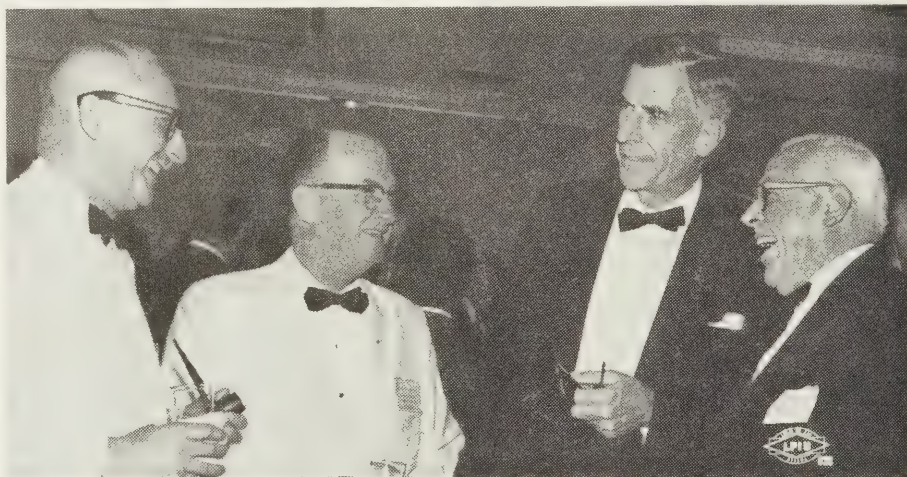
Mr. Smith pointed out that the Economic Council of Canada does not provide detailed information, analysis and advice to particular firms or industries concerning their particular productivity problems or opportunities. But the Council does provide general information and analysis that is intended to promote high productivity performance in the economy, as well as other basic economic and social goals. The Council's second annual review devoted two full chapters to an initial exploration of the sources of economic growth, he said.

### Resources for Growth

The three basic resources from which economic growth was measured are:

- an increase in the quantity of resources (labour and physical) used in the production of goods and services;
- improvements in the quality of productive resources: more skilled and better educated managers and workers;
- more efficient production processes.

Mr. Smith told the conference that dynamic economic change was the hall-



—Photo by B & I Photography, Montreal

Hosts and guest, left to right: H. Roy Crabtree, The Wabasso Cotton Co. Ltd., Montreal; A. A. Cumming, Union Carbide Canada Ltd., Toronto; Prof. John Kenneth Galbraith, Harvard University; J. D. Ferguson, Spencer Supports (Canada) Ltd., Rock Island, Que.



mark of rapid productivity growth, and that it proceeded very unevenly and produced casualties such as the displacement of existing machines and skills with superior machines, the expansion of some activities and the shrinking of others, the development of new knowledge and the disruption of traditional methods.

"The swifter the pace of productivity growth, the swifter and the more uneven will be the processes of change," he said. "Conversely, where there is little or no change, there will be little or no growth."

Some of the factors that have an important bearing on productivity are:

- improved education, knowledge and skills, the upgrading of the quality of manpower at all levels and its effective utilization, co-ordination between education, business and labour leaders regarding manpower supplies to match manpower needs;
- increased scale and specialization of production by acquiring better access to foreign markets, and adjustments in patterns of production and marketing;
- improved mobility and adaptability of productive resources so that they can move easily and smoothly toward their most efficient employment;
- swifter and more effective application and development of new technology, as well as an increased volume of capital investment per employed worker;
- pressures of competition that tend to produce a wide diffusion of progress; the vigour of entrepreneurial and risk-taking attitudes on the frontiers of industrial development; the emphasis that both management and labour place on the importance of individual effort and achievement.

"Productivity growth does not thrive in an environment of limited competition and effort, or under conditions of a well maintained status quo," Mr. Smith said.

### Measuring Productivity

In its second annual review, he continued, the Economic Council stated that productivity was difficult to measure with precision and to analyze in meaningful terms over short-run periods. "What is clear, however, is that we do need an improvement in our productivity performance." He believes that one of the factors that will contribute toward the improvement of Canada's economic performance will be the significant rise in the quality of the labour force owing to the better education and training of the young people entering it.

In conclusion, he urged that, within the individual productive units, special attention be given to:

- use of manpower resources through a better matching of skills with jobs, and modification of management, professional and labour union procedures that impede the training, mobility and effective use of scarce manpower skills;
- strengthening of management skills, especially at the middle-management level, keeping in mind that there will be no expansion in the numbers of people in Canada over the next five years in the crucially important 35-44 male age group;
- reinforcing of efforts to lengthen production runs and to achieve expanding markets for products that can flow from a more specialized pattern of industrial production; and
- more concerted efforts to apply improved methods of production—or as the Economic Council puts it: "more initiative and enterprise in exploring new and better ways to use economic resources more productively under the spur of competition and the lure of higher returns."

Concluded Mr. Smith: "Productivity improvement is not merely a matter of high national priority; it is also a matter of high priority for all sectors and productive units in the economy."

### PROF. ROBERT OLLEY

Prof. Robert Olley, Assistant Professor of Economics at the University of Saskatchewan, compared productivity trends in Canadian and American manufacturing from 1947 to 1964. Prof. Olley's research indicated that the years of smallest productivity gain generally coincided with periods of strain on the economy. He cited the recession years as an example, but explained that more refined data were needed to define the link between a hardpressed economy and slow productivity growth.

Percentage changes in productivity on a per-employee basis for the main industry groups in both countries showed that, with the exception of the clothing industry, the increase in salaried worker productivity had been much less than for production workers. This could indicate that the number of salaried workers per unit of output had not been reduced as rapidly as the number of production workers, he said, or it could indicate that some production tasks had been transferred to salaried workers.

"In general, the calculation of productivity gains on a per-person basis, rather

than a per-man-hour basis does not alter the general similarity of productivity movements in Canadian and American manufacturing," he said. Generally they have been comparable, but they appear to have been calculated from different base levels.

"Simply increasing productivity at the same rate as in the United States will not enable Canadian industry to compete on an equal footing with American producers in either domestic or foreign markets," Prof. Olley declared. "Some closing of the gap will have to occur."

"Similarly, if Canadian standards of living are to approach those in the United States, output per man must grow more rapidly in Canadian than in American industry. Productivity growth which is as rapid as in American industry simply leaves Canadians no worse off than before. It is satisfactory only as long as the goal is to remain no worse off relative to Americans."

### WALTER E. DUFFETT

"The use of labour input as the denominator of a productivity ratio should not be interpreted as meaning that changes in the ratio can be attributed directly and solely to labour," Walter E. Duffett, Dominion Statistician, pointed out to conference delegates. "Indeed the ratio could very aptly be called a measure of non-labour productivity since it quite literally measures that part of the change in output which is not accounted for by the change in the quantity of labour inputs."

This residual, or "measure of our ignorance," he said, reflects not only changes in the skill and effort of the labour inputs but also the contribution of the other productive factors employed—capital and natural resources—as well as the effectiveness with which they are all combined and organized for production.

Mr. Duffett said that there was an acute need for supplementary information in such areas as skills and education, that would be of assistance in evaluating quality differentials in labour inputs.

"The use of employment and man-hours data in productivity measures, without regard to differences in their quality within and between industries and overtime, must be regarded as a very severe limitation."

He told the conference that preliminary work by the Economic Council of Canada has demonstrated the importance of the quality factor in Canada's manpower utilization, and the pressing

*Continued on page 472*



# 50th International Labour Conference



—Photo by International Labour Office

General view of the ILO assembly hall.

Delegates adopt four new instruments concerning fishermen's certificates of competency, accommodation on board fishing vessels, vocational training of fishermen, and the role of co-operatives in the economic and social life of developing countries

The 50th Session of the International Labour Conference, held in Geneva from June 1 to 22, adopted four international instruments—two Conventions and two Recommendations. The new standards bring the total number of Conventions to 126 and the number of Recommendations to 127.

The four new instruments are:

- a Convention concerning fishermen's certificates of competency;
- a Convention concerning accommodation on board fishing vessels;
- a Recommendation concerning the vocational training of fishermen;
- a Recommendation on the role of co-operatives in the economic and social development of developing countries.

The achievements of the Session also included:

- (1) adoption of conclusions to serve as the basis for a Convention and supplementary Recommendation, revising Conventions Nos. 35 to 40, concern-

ing Old Age Pensions, Invalidity Pensions, and Survivors' Pensions;

- (2) adoption of conclusions to serve as the basis for a recommendation concerning grievances within the undertaking, and another on communications within the undertaking;
- (3) adoption of the ILO budget for 1967 amounting to \$22,472,398;
- (4) examination of a report on the application of ILO standards by member States (the 36 ratifications registered during the Session brought to 3,174 the total number of ratifications of ILO Conventions);
- (5) adoption of a resolution on the role of the ILO in the industrialization of the developing countries;
- (6) adoption of a number of resolutions on subjects other than the technical questions included in the agenda.

The session debated the report of David A. Morse, Director-General of the ILO, (L.G., July, p. 352) on the

subject of industrialization and labour, and discussed the adoption of a resolution concerning the role of the ILO in the industrialization of developing countries.

The conference also noted a special report presented by the Director-General on the application of the Declaration regarding *Apartheid* in the Republic of South Africa (L.G. 1964, p. 208).

The conference admitted Guyana to membership of the ILO by unanimous vote on June 8, and a tripartite delegation from the new member state took its place in the session immediately after the admission. The admission of Guyana brought to 115 the number of member countries of the ILO.

Of the 115 member states of the International Labour Organization, 106 were represented at the 50th session, nearly all by tripartite delegations. The number of delegates and technical advisers was 1,184, consisting of 208 government delegates and 392 advisers; 102



employers' delegates and 178 advisers; and 104 workers' delegates and 200 advisers. The Canadian delegation was named in the July issue of the *LABOUR GAZETTE*, p. 353.

A total of 38 persons attended as observers for the United Nations and 14 other inter-governmental organizations. Another 120 observers represented 45 non-governmental international organizations, including international employers' and workers' bodies. Total attendance at the conference was 1,347.

### Canadian Participation

Government delegates served on conference committees as follows: John Mainwaring, Director, International Labour Affairs Branch, Department of Labour; Saul F. Rae, Ambassador and Permanent Representative of Canada to the European Office of the United Nations, Geneva; and R. M. Middleton, United Nations Division, Department of External Affairs—selection; Mr. Mainwaring, Leonard Houzer, First Secretary, Canadian Permanent Mission, Geneva, and Mr. Middleton—resolutions; J. K. Wanczycki, Legislation Branch, Department of Labour—application of Conventions and Recommendations; Léo Bérubé, *Directeur du service des coopératives du Québec, Bureau du Secrétaire de la Province de Québec*—co-operatives; J. E. E. Osborne, Director of Research and Statistics, Department of National Health and Welfare—social security; Capt. J. G. Hutchison, Chief, Conservation and Protection Service, Department of Fisheries—fishermen; Mr. Mainwaring and Mr. Middleton—grievances and communications.

Worker delegates on committees were: Kalmen Kaplansky, Director of International Affairs, Canadian Labour Congress—selection and resolutions committees; F. E. Easterbrook, Vice-President, Transport and Communication Employees' Union—application of conventions and recommendations; James MacDonald, Executive Secretary, National Labour Co-operative Committee—co-operatives; René Rondou, Canadian Vice-President, Tobacco Workers' International Union—social security; Louis Napoléon Nadeau, Technical Adviser, Confederation of National Trade Unions—fishermen; J. Barker, Area Supervisor, United Steelworkers—grievances and communications.

Employer delegates on committees were: T. H. Robinson, Manager, Industrial Relations Department, Canadian International Paper Company—resolutions; G. A. Richardson, General Secre-



—Photo by L. Bianco, Geneva

The Canadian delegation to ILO Conference is pictured above: Left to right, front row: Joseph Morris, John Mainwaring, Government Delegate and Head of the delegation; Ambassador S. F. Rae, J. Ward Stewart. Second row: L. N. Nadeau, Kalmen Kaplansky, R. E. Anderson, James MacDonald, G. A. Richardson, J. R. Davidson. Third row: René Rondou, Léo Bérubé, Douglas Henderson, Miss R. J. Keall, C. V. Martin, F. E. Easterbrook. Back row: J. G. Hutchison, J. C. Sutton, J. K. Wanczycki, J. E. E. Osborne, R. M. Middleton, J. Barker, J. A. Thompson. Absent when the photo was taken were: T. H. Robinson, Leonard Houzer, and M. R. Pelletier.

tary, Railway Association of Canada—application of conventions and recommendations; J. R. Davidson of Davidson, Davidson and Neill—co-operatives; J. A. Thompson, Vice-President, Rail Services, Algoma Central Railway—social security; J. W. Stewart, Manager, Atlantic Division, Canadian Manufacturers' Association—fishermen; J. C. Sutton, Secretary, Canadian Comstock Company—grievances and communications.

### Election of New Governing Body

The conference elected the ILO's new Governing Body for a period of three years. The Governing Body comprises 48 members—government representatives of 24 countries, 12 employer members and 12 worker members.

Government members of the following 10 countries hold permanent seats by virtue of their being representatives of states of "chief importance;" Canada, China, France, Federal Republic of Germany, India, Italy, Japan, U.S.S.R., United Kingdom, and United States.

The 14 countries elected to titular membership of the Governing Body were: Argentina, Cameroon, Chile, Colombia, Ethiopia, Hungary, Iraq, Malaysia, Philippines, Senegal, Sierra

Leone, United Arab Republic, Venezuela, and Yugoslavia.

Kalmen Kaplansky, Substitute Worker Delegate and Adviser of the Canadian Delegation, was elected a titular member of the Workers' Group of the new Governing Body; and T. H. Robinson, Canadian Employer Delegate, was elected a deputy member of the Employers' Group.

### Director-General's Reply

In his reply to the 209 speakers who addressed the session on his report, the Director-General said that the ILO had a vital and continuing role to play in international efforts to promote industrialization. He cited two reasons why the ILO must play its full part in this field.

The first was the need, within the process of industrialization, for a constructive social policy that protected the worker against various forms of exploitation, gave him the opportunity to achieve a decent standard of living, and guaranteed him certain basic rights.

The second reason was that "an enlightened well-conceived approach" to social policy was necessary not only on humanitarian grounds, but also because it was "basic to the success of economic



development at the industry level and in business enterprise itself."

Mr. Morse noted that the conference, in the general debate, appeared "to have endorsed unanimously the view that the ILO must intensify and further develop the constructive part it plays in world-wide efforts for industrialization."

He said that the ILO had accumulated a "vast amount of experience in these fields" and had "pioneered an approach to social policy and economic development" while making a positive contribution to the industrialization of developing countries.

He pointed out that of the ILO's expenditure of \$150 million in technical co-operation since 1950, more than 60 per cent had been spent for the developing and planning of human resources in developing countries. In 1965 there were 109 projects in vocational training in 63 countries and 41 management development projects.

Mr. Morse also cited ILO activities aimed at "creating a social climate which is favourable to industrialization," in connection with wages and social security policies, labour-management relations, and acceptable working conditions. This is where "our tripartite structure enables us to make an indispensable contribution to industrialization," he said. "The ILO is therefore well equipped to play an indispensable role—a leading role—in any international program of action for industrialization."

In the field of industrialization, as in all other fields, said Mr. Morse, "the different bodies which together form the United Nations family must never act in competition. Each has an important and distinctive role to play, and each must be allowed to get on with its job."

Mr. Morse welcomed the establishment of the new United Nations Organization for Industrial Development. "What is important is to ensure that in this effort, there should be no overlapping or waste of resources," he said. "To this end, well understood and clearly defined relationships must be established among the organizations of the United Nations system to further industrialization. The answer to this problem rests not only with myself and executive heads of international organizations, it also clearly rests with governments to ensure that a coherent national policy is pursued with regard to co-ordination and to make full use of the services which each organization can offer."

Mr. Morse also made a plea for more positive action among the ILO's tripartite delegations in the entire field of international co-operation. He said:

"The ILO will never be able to act as a fully powerful instrument in efforts for industrialization, for higher living standards, for social justice, for forging democracy or for peace until such time as all of its constituents agree to move beyond the political issues which divide them and seek out and use every opportunity for co-operation in their common struggle for the betterment of mankind."

For more than a decade, he said, East and West had lived together within the ILO. The recent influx of many new states had added a further dimension to its membership. The governments, employers and workers from different parts of the world had many different expectations and demands to make upon the ILO. We had begun to learn to co-exist, he said. "Can we not now graduate from our apprenticeships in international co-operation and begin more positively to search for broader areas of common ground—to discover widely shared aspirations which could become the basis for greater common action, for more positive co-operation?"

#### Canadian Government Delegate

John Mainwaring, Canadian Government Delegate, welcomed "the growing emphasis within the United Nations family on the problem of industrialization." He particularly agreed with the Director-General's emphasis on manpower policy "as a vital aspect of economic policy," and on the need to keep in view the human aspects of industrialization.

Member governments were showing a wish to examine the work of the United Nations family to ensure that members were not wasting resources by duplication of effort, to try to avoid the spreading of resources over too wide a range of activities, and to concentrate on projects that would produce the most benefit.

The Governing Body had approved "three major program areas for the ILO: human resources, working conditions and social institutions," and the Director-General had reorganized the structure of the office with the object of bringing about greater concentration of effort on the subjects that had been given priority, Mr. Mainwaring said. The annual budget this year for the first time had been constructed so as to show what resources were being allocated to the recently developed programs.

"Means must be established for appraising the progress made year by year. Priority needs must be determined, and when programs are developed, these priority needs must be observed . . ."

The Director-General was beginning to carry out the desire of many member countries for more decentralization of the work of the office. As long as the ILO was devoting itself mainly to the setting up of international labour standards, it was reasonable to operate from a central point; but the organization was now concerned with the implementation of these standards, and this could be done most effectively in the field.

The role of regional conferences of the ILO and of regional advisory committees could be strengthened and adapted to the new view of decentralization. "As a member of the American region, Canada feels honoured that the next conference of American states members of the ILO will be held in our country in our national capital, Ottawa," Mr. Mainwaring said. "The theme of the conference is the interrelationship of social policy and economic development in the Americas. We look forward to an exploration of this theme . . ."

#### Canadian Worker Delegate

Speaking during the debate on the Director-General's report on "Industrialization and Labour," Joe Morris, Canadian worker delegate, regretted the emphasis laid in the report on "problems of industrialization as they arise in the developing countries." He disagreed with the view that what the report called the "main thrust of our action" should be to help the emerging nations to lay the foundations of industrial societies.

"Unfortunately, in practice, the 'main thrust' may become the sole thrust," Mr. Morris said. He argued that the ILO "in following this course may be undermining and perhaps ultimately vacating its field of competence in the industrial development of older countries where the process of industrialization also continues to raise many serious problems, the solution of which depends on international action."

The speaker welcomed the report's insistence that "the purpose of industrial development is to promote social progress," and that industrialization should not be sought by means that were incompatible with that end. There could be no long-range economic progress unless it was accompanied by visible and substantial social progress, he contended.

Referring to what the Director-General had stated about the use of incentives other than material ones, Mr. Morris said, "We hope that psychological incentives, important as they may be, should not be suggested as a substitute for material rewards." He said that "bitter experience" had shown that



there was "no substitute for decent wages, for good working conditions, and for a sense of dignity which the workers acquire through their membership in a democratic and progressive trade union."

Commenting on the Director-General's statement that in an "industrializing economy" situations might arise in which a choice must be made between more employment and higher wages, the speaker said that it should not be forgotten that if wages sank below a certain minimum, "production will suffer, there will be no commitment on the part of the worker, and no possibility for increased productivity."

Referring to another statement in the report, he said that "our experience has always been that industrial conflict is a fact of industrial life, that its primary causes are the basic differences in motivation between those in the industrial undertaking who give orders and those who have to comply with the orders." These conflicts did not result from the manipulations of people outside the industrial complex, as was often alleged by governments and employers.

"Public authorities should not try to suppress inevitable conflicts by administrative means or by force, but rather assist in resolving them peacefully through the process of good labour relations policies and the encouragement of sound and progressive trade unions..."

Mr. Morris remarked that the report had made "a rather oblique and brief reference" to trade union organizations that were "closely linked to the government in a one-party state." He went on to say that "We in Canada do not believe that the effectiveness of a trade union... can be separated from its representative democratic character... Freedom of association and democratic decision-making are the essential prerequisites for the good functioning of responsible and constructive trade unions."

The ILO, the speaker said, had to make the difficult choice between concentrating its meagre resources, its expert knowledge, and the prestige of its acquired experience on the problems of wage-earners in all parts of the world, or dispersing its efforts in trying to help all those who were poor and who suffered injustice, regardless of whether they were wage-earners or not.

He suggested that, "for the sake of an efficient and effective operation, the ILO should concentrate on the narrower field of catering to the wage-earners of the world rather than the still undefined mass of the world's poor." This attitude should, however, be changed at the first sign of a "more generous attitude on the



—Photo by International Labour Office

Edwin P. Neilan, U.S. Employers' Delegate (left) and Hon. George L. P. Weaver, U.S. Government Delegate (centre), in conversation with Joseph Morris, Workers' Delegate from Canada.

part of the contributing member states," since it was predicated upon the financial limitations of the organization.

One condition for the successful industrialization of developing countries mentioned in the report was worth special notice, Mr. Morris continued. This was that the success of efforts to industrialize these countries "will depend to a substantial extent on the willingness of the developing countries to import more manufactured goods from them." The Canadian Labour Congress, he said, had advocated this approach.

The speaker urged support for the establishment of an international co-operative bank, "as an agency of the International Bank for Reconstruction and Development," that might be of great assistance to the developing countries.

If the ILO was to succeed in the aims set out in the Director-General's report, two conditions must be met, he said. The first was that the member states must increase their financial contributions to the work of this organization, and the second was that "the ILO must have its position and its jurisdiction protected within the United Nations family." Mr. Morris said that he referred particularly to the creation of the new United Nations agency, the Organization for Industrial Development (UNOID).

Provided that a good working relationship could be established between the ILO and UNOID, he said that he pledged on behalf of the workers of Canada every possible aid to this organization.

## CONVENTIONS

### Fishermen's Certificates

The Convention on fishermen's certificates of competency was adopted by 284 votes in favour, none against and 14 abstentions.

The Convention provides that each member state which ratified it shall establish standards of qualification for certificates of competency entitling a person to perform the duties of skipper, mate or engineer on board a fishing vessel. It excludes ships and boats of less than 25 gross registered tons.

It recalls the Officer's Competency Certificates Convention of 1936, which also applies to fishermen, and declares that further international standards specifying minimum requirements for certificates of competency for service in fishing vessels are desirable.

The Convention provides that all fishing vessels to which it applies shall be required to carry a certificated skipper, that all fishing vessels over 100 gross registered tons engaged in operations and areas to be defined by national laws or regulations shall be required to carry a certificated mate, and that all fishing vessels with an engine power above a level to be determined by the competent authority shall be required to carry a certificated engineer.

The Convention lays down minimum standards of qualifications for certificates of competency in each of the three categories. It requires that the minimum age prescribed by national laws or regulations for the issue of a certificate of



competency be not less than 20 years in the case of a skipper, not less than 19 years in the case of a mate, and not less than 20 years in the case of an engineer.

For the issuance of a mate's certificate, the minimum professional experience should be not less than three years sea service engaged in deck duties; for a skipper, not less than four years sea service engaged in deck duties; and for an engineer, not less than three years sea service in the engine-room. These periods of service may be reduced for persons who have successfully completed an approved training course, but in no case by more than 12 months.

#### **Accommodation on Fishing Vessels**

The Convention on accommodation on board fishing vessels was adopted by a vote of 303 in favour, none against, and 16 abstentions.

The Convention provides that the location, means of access, structure, and arrangement of crew accommodation in relation to other space on board ship be such as to ensure adequate security, protection against weather and sea, and insulation from heat or cold, undue noise, and odours from other parts of the vessel. It provides that the competent authority shall approve the plan of the accommodation before the vessel is constructed.

The Convention contains detailed provisions relating to the location and structure of sleeping quarters, ventilation, heating and lighting, as well as the floor area per person in sleeping rooms. It guarantees a minimum of from 5 to 10 square feet of free floor space per person in fishing vessels, according to their size. It also ensures that fishermen have adequate space for storing clothing and personal equipment.

Other provisions concern mess-room accommodation, sanitary accommodations and medical care. Part IV of the Convention deals with measures which might be taken to ensure that existing ships meet the requirements.

The Convention does not apply to ships and boats of less than 75 tons, unless competent authority determines that it is reasonable and practicable to include vessels between 25 and 75 tons. Length of the vessel, rather than tonnage, may also be used as a parameter for the purposes of the Convention; in this event, the Convention would not apply to ships and boats of less than 80 feet, unless competent authority determines that those between 45 and 80 feet should also be included.

## **RECOMMENDATIONS**

### **Vocational Training of Fishermen**

The Recommendation on the vocational training of fishermen was approved by a vote of 330 in favour, none against and six abstentions.

The Recommendation outlines the basic objectives of the vocational training of fishermen as follows:

- to improve the efficiency of the fishing industry, and to secure general recognition of the economic and social significance of fishing to the national economy;
- to encourage the entry into the fishing industry of a sufficient number of suitable persons;
- to provide training and retraining facilities commensurate with the current and projected manpower needs of the fishing industry for all the various fishing occupations;
- to assist the entry into employment of all trainees after completion of their courses;
- to assist trainees in reaching their highest productive and earning capacity;
- to improve the standards of safety on board fishing vessels.

The Recommendation proposes a series of comprehensive measures for the planning and administration of vocational training of fishermen on a national basis, and lists general standards for fishermen's training. It asks for international co-operation in promoting vocational training, particularly in the developing countries.

### **The Role of Co-operatives**

The Conference adopted the Recommendation on the role of co-operatives in the economic and social development of developing countries by a vote of 317 in favour, none against, and six abstentions.

#### **Objectives**

The Recommendation applies to all categories of co-operatives. It states that "the establishment and growth of co-operatives should be regarded as one of the important instruments for economic, social and cultural development as well as human advancement in developing countries."

In particular, it adds, co-operatives should be established and developed as a means of

- improving the economic, social and cultural situation of persons of limited resources and opportunities, as well as encouraging their spirit of initiative;

—increasing personal and national capital resources by the encouragement of thrift, by eliminating usury, and by the sound use of credit;

—contributing to the economy and to an increased measure of democratic control of economic activity and of equitable distribution of surplus;

—increasing national income, export revenues and employment by a fuller utilization of resources; for instance, in the implementation of systems of agrarian reform and land settlement aimed at bringing fresh areas into productive use, and in the development of modern industries, preferably scattered, processing local raw materials;

—improving social conditions, and supplementing social services in such fields as housing and, where appropriate, health, education and communications;

—helping to raise the level of general and technical knowledge of their members.

Policy concerning co-operatives should be integrated in development plans in so far as this is consistent with the essential features of co-operatives.

### **Methods of Implementation**

In relation to methods of implementation of policy, the proposed Recommendation states that "there should be laws or regulations specifically concerned with the establishment and functioning of co-operatives, and with the protection of their right to operate on not less than equal terms with other forms of enterprise."

The laws and regulations should authorize co-operatives to federate.

On the subject of education and training, the Recommendation states that appropriate instruction should be given not only in co-operative schools, colleges and other specialized centres, but also in many other educational institutions.

Provision should be made both for appropriate technical training and for training in co-operative principles and methods, of persons who will be—and, when necessary, of persons who are—office-bearers or members of the staffs of co-operatives, as well as of their advisers and publicists.

### **Financial and Administrative Aid**

The Recommendation states that, when necessary, financial aid from outside should be given to co-operatives when they initiate their activities or encounter financial obstacles to growth or transformation. Such aid should not entail any obligations contrary to the in-

dependence or interest of co-operatives and should be designed to encourage rather than replace the initiative and effort of the members of co-operatives.

Co-operatives should be subject to a form of supervision designed to ensure that they carry on their activities in conformity with the objects for which they were established and in accordance with the law. The supervision should preferably be the responsibility of a federation of co-operatives or the competent authority.

The competent authority should collect and publish, at least once a year, a report and statistics relating to the operations and growth of co-operatives in the national economy.

**International Collaboration**

The Recommendation states that members should, to the greatest extent possible, collaborate in providing aid and encouragement to co-operatives in developing countries. "As appropriate, the help of national co-operative organizations should be enlisted for such collaboration, and use should be made, particularly with a view to the co-ordination of international effort, of international co-operative organizations and other interested international bodies.

(The texts of the four international instruments summarized above will be published in the September issue of the LABOUR GAZETTE—ED.)

**Two Resolutions**

The conference adopted two resolutions on co-operatives, one of them concerning the role of co-operatives in the economic and social development of all member states of the ILO; and the other the role of co-operatives in the economic and social development of developing countries.

**Labour Standards**

The conference examined in first discussion two items on the agenda with a view to the preparation of new international labour standards. They were: the examination of grievances and communications within the undertaking, and revision of Conventions Nos. 35, 36, 37, 38, 39 and 40 concerning Old Age Pensions, Invalidity Pensions, and Survivors' Pensions.

The conclusions adopted by the conference will serve as the basis for the preparation, after consultation with governments, of draft instruments to be submitted to next year's session of the conference for a final decision.

**Grievances and Communications**

The conference adopted the report of the committee on grievances and communications proposing that the question of examination of grievances and communications within the undertaking should be included in the agenda of its 51st session, with a view to the adoption of two Recommendations. The report also contains the conclusions of the committee concerning the substance of a Recommendation on examination of grievances within the undertaking with a view to their settlement, and of a Recommendation on communications within the undertaking.

**Examination of Grievances**

The conclusions approved by the conference propose that the grounds on which a grievance may be submitted may relate to any measure or situation that concerns the relations between employer and worker, or which directly affects, or may affect the conditions of employment of one or several workers in the undertaking, in particular when that measure or situation appears contrary to established rules.

They state that any worker should have the right to submit a grievance without suffering any prejudice whatsoever as a result, and that any worker should have the right to have such grievance examined pursuant to an appropriate procedure.

The conclusions would provide that workers' organizations, or the representatives of the workers, should be closely associated on an equal footing with the establishment and functioning of grievance procedures, in conformity with national practice.

As a general rule, an attempt should initially be made to settle grievances directly between the worker affected, whether assisted or not, and the supervisor of the service in which he is employed. Where such attempt at settlement has failed, the worker should be entitled to have his case considered at one or more higher steps.

Grievance procedures should be as uncomplicated and rapid as possible, and time limits may be prescribed if necessary for this purpose.

The conclusions propose that when all efforts to settle the grievance within the undertaking have failed, there should be a possibility for final settlement: (1) through procedures provided for by collective agreement; (2) by conciliation or arbitration by competent public authorities; (3) by decision of a labour court or other judicial authority; or (4) by any other procedure that may be appropriate

under national conditions. The grievance procedure as provided for in these conclusions is not applicable to collective claims aimed at the modification of terms and conditions of employment.

The Recommendation to be considered by the 51st conference would supplement other ILO instruments dealing with various aspects of labour-management relations.

**Communications**

The conclusions adopted by the conference propose that management, after consultation with workers' representatives, should adopt appropriate measures to apply an effective policy of communication with the workers and their representatives.

They state that an effective policy of communication should ensure that information is given, and that consultation takes place between the interested parties before decisions on matters of major interest are taken by management, in so far as disclosure of the information will not cause damage to either party.

Communication methods, the conclusions state, should in no way derogate freedom of association or seek to weaken, or cause to weaken, the position of freely chosen workers' representatives and their trade unions and the functions of such bodies representative of the workers as may exist.

The conclusions outline the elements of effective two-way channels of communication that ensure genuine communication, and the form and media to be employed, such as meetings, bulletin boards, house journals and visual media.

Management should give information about general conditions of employment including:

- recruitment, transfer and termination of employment;
- job descriptions and the place of particular jobs within the undertaking;
- possibilities for training and prospects for advancement with the undertaking;
- general working conditions;
- safety regulations and accident-prevention instructions;
- procedures to be followed for the examination of grievances;
- staff welfare services;
- social security or social assistance schemes in the undertaking, and prospects or plans for its future development;
- the explanation of decisions which are likely to affect directly or indirectly the position of workers in the undertaking.



## Social Security

The conference adopted the conclusions of its social security committee for a proposed new Convention supplemented by a Recommendation, revising the pre-war Conventions Nos. 35, 36, 37, 38, 39 and 40, concerning Old Age, Invalidity and Survivors' Pensions.

According to the conclusions, the new Convention should permit member states to accept international obligations separately in respect of invalidity pensions, old age pensions and survivors' pensions, as well as separately in respect of non-agricultural and agricultural occupations.

A member state whose economy is insufficiently developed should be authorized to avail itself, by a declaration accompanying its ratification, of certain temporary exceptions.

The Convention should specify the age at which an old-age pension should become payable under national legislation. The age so specified should not be more than 65 years or such higher age as may be fixed by the competent authorities taking into account appropriate demographic, economic and social criteria, the pertinence of which shall be demonstrated statistically.

A survivor's pension should be secured to a widow at least when she is presumed to be incapable of self-support, and in respect of a child under school-leaving age or under 15 years and between school-leaving age or 15 years, as may be prescribed by national legislation.

On conditions prescribed by national legislation, it should also be secured in respect of a child of a higher age if he is an apprentice or student or has a chronic illness or infirmity disabling him for any gainful activity.

An invalidity pension should be secured at least to a person who has completed a qualifying period which may be 15 years of contribution or employment, or 10 years of residence.

An old-age pension should be secured at least to a person who has completed a qualifying period which may be 30 years of contribution or employment, or 20 years of residence. The rates of pension for standard beneficiaries in relation to certain reference wages should be as follows: For an invalidity pension (man with wife and two children), 50 per cent; for an old-age pension (man with wife of pensionable age), 45 per cent; and for a survivor's pension (widow with two children), 45 per cent.

The rate of invalidity pensions, old-age pensions and survivors' pensions should be reviewed following substantial

changes in the general level of earnings when these result from substantial changes in the cost of living.

The conclusions concerning the supplementary Recommendation propose that member states should extend the application of their legislation for invalidity and old-age pensions to persons whose employment is of a casual nature, and to all economically active persons.

The proposed Recommendations should provide for shorter qualifying periods than the proposed Convention, and higher benefit rates for old-age and survivors' pensions.

## Application

The conference set up as usual a tripartite committee to consider the manner in which member states apply Conventions they have ratified and how they comply with other obligations under the ILO Constitution.

The committee recalled that exactly 40 years had elapsed since the conference decided to set up special machinery for the examination of reports on ratified Conventions, in the form of a committee of independent experts and a tripartite conference committee. It noted that, since that time, the membership of the ILO had more than doubled, that the number of Conventions adopted had risen from 20 to more than 120, that ratifications had increased from 200 to nearly 3,200, and that instead of the 180 reports that were before the conference application committee at its first meeting in 1927, some 3,000 reports were under examination this year.

Although it concentrated its discussions on cases in which governments had not discharged obligations arising under the Constitution or Conventions of the ILO, the committee noted that the committee of experts on the application of Conventions and Recommendations had again this year been able to record many cases in which governments had changed their law or practice to take account of earlier comments by the ILO supervisory bodies. There had been more than 80 such cases of concrete progress in the application of Conventions, coming from nearly 50 countries.

## Role of the ILO

In the resolution concerning the role of the ILO in the industrialization of developing countries, the conference emphasized the essential part that was played by industrialization in economic and social development, and its contribution to the improvement of the standard of living of the populations of the developing countries.

It reaffirmed the intention of the ILO to contribute to the utmost in the intensification of the international effort for industrial development, so that its resources and experience could be exploited fully for this purpose.

The resolution welcomed the impetus provided to the industrialization of the developing countries by the newly established United Nations Organization for Industrial Development.

The Director-General was asked to submit to the June 1967 Session of the conference—after consideration by the Governing Body—plans for adapting and intensifying the activities of the ILO relating to the industrialization of the developing countries.

## Other Resolutions

In addition to the resolution concerning the role of the ILO in the industrialization of developing countries, the conference also adopted five resolutions on questions not contained in the agenda.

These resolutions concern:

- the contribution of the International Labour Organization to the International Human Rights Year in 1968;
- the development of human resources;
- national labour departments and other public institutions responsible for the administration of labour matters;
- special youth training and employment programs;
- workers' participation in undertakings.

In the resolution regarding national labour departments, the conference invited the Governing Body:

- (a) to call the special attention of governments of member states to the importance of strong labour departments to assist in the framing and implementation of governmental programs of economic and social development, utilization of human resources, labour law and labour relations, occupational safety and health and—in certain countries—social security;
- (b) to intensify efforts through technical co-operation and other appropriate means to encourage member states to develop and strengthen their labour departments;
- (c) to consider the desirability of again placing an item on the agenda of a future session of the conference for general discussion to examine the organization and working of national labour departments and other public institutions responsible for the administration of labour matters in the light of developments since 1953.

*Continued on page 466*

# Canadian Construction Association

## submits brief to federal Government

Although the construction industry generally supports the federal Government's actions aimed at reducing the threat of inflation, it is concerned that the Government's "stretch out" policies might be unduly restrictive, the Canadian Construction Association said in its annual brief to the federal Government on June 23, 1966.

The CCA was referring to the federal Government's scheme to reduce the rate of increase in the capital investment program.

In the past, the ability of the industry to increase its capacity had been underestimated, the Association said.

"If a considerable volume of work is temporarily shelved, the execution of the accumulated backlog may cause even more serious problems in the future."

The brief pointed out that the very nature of construction work is based on conjecture concerning future conditions, and the main requirement for job-site labour on sizable projects often occurs well after the start of the work.

The CCA urged that any restrictive policies be directed at the buyers rather than the suppliers of construction services, otherwise it "will only aggravate further the very conditions that these policies are designed to alleviate."

### Resources Study Needed

The establishment of a federal body responsible for the study of large-scale national resources projects with special attention given to the development and conservation of water resources is urgently needed, the Association said. It expressed hope that the proposed Department of Energy, Mines and Resources would have adequate facilities and personnel to undertake the studies.

"The move to incorporate the Immigration Branch in the proposed Department of Manpower will be supported by our industry provided that this trans-

fer does not result in restrictive immigration policies," the CCA said. They requested immediate consideration be given to the recruiting abroad of experienced, semi-skilled construction workers who are in short supply in several parts of the country.

Hope was expressed that the recruitment of statistical personnel, especially in the Dominion Bureau of Statistics, would continue to be accorded a high priority. A joint brief by the CCA and the Association of International Representatives of the Building and Construction Trades was submitted to the Minister of Citizenship and Immigration stressing the importance of having detailed current occupational data on Canada's labour force, and outlining the need for accurate, current and relevant information on economic and labour force developments.

The brief commended the steps taken by the federal Government in the past to encourage higher levels of construction and employment in the winter months. It recommended that suitable incentives, parallel to those offered to municipalities and home owners, be developed to encourage private owners to use wintertime labour for industrial and commercial projects, and urged the Government to create a "Wintertime Construction Incentives Act" to do away with the uncertainty about programs that are authorized only on a year-to-year basis.

The CCA believes that "future program development in the field of manpower policy would best be based on sound research after consultations with the provincial Governments, management and labour." The use of advisory committees by the Department of Manpower to avoid overlapping and duplication of effort was urged also.

### Labour Relations

In the field of labour relations, the CCA deplored the Government's deci-

sion to ignore a joint brief presented last spring by the CCA and the Association of International Representatives of the Building and Construction Trades regarding "desirable amendments" to the federal Fair Wages and Hours of Labour Act.

"It is believed that in the field of labour legislation and co-operation between parties, a government should only oppose joint recommendations when an obvious major conflict with key policies exists."

The joint recommendations to include prevailing employer-paid negotiated fringe benefits in wage determination and to recognize the need for a more flexible regular work week for highway and heavy construction were not accepted by the Government.

"The industry was all the more surprised by the Government's rejection of the superior merits of collective bargaining at the very time that Bill C-170, sponsored by the Prime Minister himself, upholds this precise point." The Association added that "the Government's inflexible attitude and its wish to see the Bill adopted without amendments to meet the industry's joint proposals is difficult to comprehend."

The section on labour relations also urged the Government to:

- remove the inequity under the Canada Pension Plan that fails to allow for the rebate of overpayments made by employer contributions;
- use social measures and free collective bargaining in place of statutes for adjusting to technological changes; and
- expedite the implementation of the Gill Committee recommendations on amendments to the Unemployment Insurance Act and strengthen the Department of Labour's research facilities.



# Employment Fatalities in Canada

The employment fatalities covered in this review involved persons gainfully employed, and occurred during the course of, or arose out of, their employment, including deaths resulting from industrial diseases.

Statistics on employment fatalities are compiled by the Economics and Research Branch from reports received from the provincial Workmen's Compensation Boards and certain other official sources. Newspaper reports are used to supplement these. For industries not covered by workmen's compensation legislation, newspaper reports are the Department's only source of information. It is possible, therefore, that

coverage in such industries as agriculture, fishing and trapping, and certain of the service groups, is not as complete as it is in industries covered by workmen's compensation legislation. Similarly, a small number of traffic accidents that are in fact industrial may be omitted from the Department's records because of lack of information in press reports.

The number of fatalities that occur during the period under review is usually greater than indicated in the article and tables. However, fatalities that were not reported in time for inclusion are recorded in supplementary lists, and statistics are revised accordingly in the next annual review.

The Department of Labour has received reports on 215 employment fatalities that occurred in Canada during the first quarter of 1966. During the previous quarter, 331 fatalities were recorded. This is 46 more than the previously published total of 285 (L.G., April, p. 163). In the first quarter of last year, 308 fatalities were recorded—40 more than the preliminary figure of 268 (L.G., July 1965, p. 617).

Employment fatalities that occurred during the quarter under review were distributed in age groups as follows (figures for women in parentheses):

and 45-64, who comprised 8.0, 32.7, and 22.0 per cent respectively of the total workers employed, were responsible for 11.6, 48.4, and 32.1 per cent respectively of the total number of fatalities. Women in the same age groups comprised 5.5, 11.8, and 8.2 per cent of the total workers employed, and were responsible for one fatality in each group (0.5 per cent of the total).

Employment fatalities that occurred in the first quarter of 1966 were distributed in the main occupational groupings as follows (figures for women in parentheses):

women, 11.2 and 1.4 per cent respectively of the total number of fatalities occurred.

Four industry divisions accounted for 66.5 per cent of the total number of fatalities.\* These were: transportation, 19.5 per cent; construction, 17.2 per cent; and manufacturing and mining, 14.9 per cent each. The remaining 33.5 per cent were distributed in other industry divisions in this order: forestry, 9.8; fishing, 9.3; trade, 5.1; public administration, 4.7; service and agriculture, 2.3 per cent each.

Age Group	Fatalities	Per cent of Grand Total	Workers Employed (000)	Per cent of Grand Total
14-19	4 (—)	1.9 (—)	317 (278)	4.7 (4.1)
20-24	25 (1)	11.6 (0.5)	539 (373)	8.0 (5.5)
25-44	104 (1)	48.4 (0.5)	2212 (799)	32.7 (11.8)
45-64	69 (1)	32.1 (0.4)	1494 (558)	22.0 (8.2)
65+	10 (—)	4.6 (—)	164 (40)	2.4 (0.6)
TOTAL	212 (3)	98.6 (1.4)	4726 (2048)	69.8 (30.2)
GRAND TOTAL	215	100.0	6774	100.0

Analysis of this table shows that men who comprised 69.8 per cent and women 30.2 per cent of the total workers employed were responsible for 98.6 and 1.4 per cent respectively of the total number of fatalities.

The lowest (14-19) and the highest (65+) age groups for men, which comprised 4.7 and 2.4 per cent of the total workers employed, were responsible for 1.9 and 4.7 per cent respectively of the total number of fatalities. Women comprised 4.1 and 0.6 per cent respectively of the total number of workers employed in these age groups, but no fatalities for women were recorded.

Men in the age groups 20-24, 25-44,

A rough analytical summary of the main occupational groupings shows that men in the primary industry occupations and in the manual occupations, who comprised 8.2 and 31.7 per cent of the total workers employed, were responsible for 27.9 and 59.5 per cent respectively of the total number of fatalities. There were no fatalities recorded for women in these main occupational groupings, comprising 0.7 and 4.3 per cent of the total workers employed.

In the white collar and service occupational grouping, comprising 55.1 per cent of the total workers employed, of which 29.9 were men, and 25.2 were

Main Occupational Grouping	Fatalities	Per cent of Grand Total	Workers Employed (000)	Per cent of Grand Total
Primary industries	60 (—)	27.9 (—)	554 (45)	8.2 (0.7)
Manual	128 (—)	59.5 (—)	2147 (294)	31.7 (4.3)
White collar and service	24 (3)	11.2 (1.4)	2025 (1709)	29.9 (25.2)
TOTAL	212 (3)	98.6 (1.4)	4726 (2048)	69.8 (30.2)
GRAND TOTAL	215	100.0	6774	100.0

An examination of cross-classifications of industry divisions to pinpoint the main concentrations of fatalities by occupations shows that 74.6 per cent of the total fatalities that occurred to craftsmen, production process and related workers were as follows: construction, 31.1 per cent; manufacturing, 25.8 per cent; and transportation, 17.7 per cent. Similarly, 77.1 per cent of the total fatalities that occurred among transportation and communication workers were: transportation, communication, and other utilities, 50.0 per cent; and fishing, 27.1 per cent.

\* See Table H-1, p. 490.

Three accident-type categories accounted for 73.0 per cent of the total number of fatalities.† These were: struck by different objects, 27.0 per cent; falls and slips, 25.1 per cent; and collisions, derailments, wrecks, etc., 20.9 per cent. The remaining 27.0 per cent were distributed in other categories in the following order: caught in, on or between, 9.8 per cent; inhalations, absorptions, and industrial diseases, 5.1 per cent; miscellaneous accidents, 4.7 per cent; conflagrations, temperature extremes and explosions, 3.2 per cent; electric current, 2.3 per cent; over-exertion, 1.4 per cent; and striking against or stepping on objects, 0.5 per cent.

An analysis of cross-classifications of the main accident-type categories by industry shows that 38.5 per cent of the fatalities that were in the category of being struck by such objects as falling trees and limbs, landslides or cave-ins, etc., occurred in the forestry industry, where they comprised 71.4 per cent of fatalities. Similarly, 55.6 per cent of the fatalities in the category collisions, derailments, wrecks, etc., that involved aircraft, watercraft, railway trains, automobiles, trucks, etc., occurred in the transportation industry, where they comprised 59.5 per cent of fatalities. Finally, 45.5 per cent of fatalities in the category falls and slips to different levels, such as seas, lakes, harbours, etc.,

occurred in the fishing industry, where they comprised 100.0 per cent of fatalities in this industry.

During the quarter under review, there were three multi-fatality accidents that brought death to 25 workmen. Seven fishermen drowned in January when their herring seiner *Ocean Star* capsized in the Gulf of Georgia, south of Campbell River, B.C. Twelve crew members of the St. John's, Nfld., fishing vessel *Blue Mist II* were lost in February when their vessel went down 50 miles off Newfoundland's southwest coast. Six crew members and all passengers died in March when a DC-8 aircraft crashed on landing at Tokyo International Airport.

## Municipal Winter Works Incentive Program

The number of man-days of work estimated by the Department of Manpower and Immigration to have been provided under the Municipal Winter Works Incentive Program during the 1965-66 season was greater than in any previous year, the total being 8,061,865 man-days, compared with 7,873,293 man-days in the previous year. The program covered the period from November 15, 1965 to April 30, 1966.

The number of men estimated to have been hired during the period of the program was a little less than in the previous year, that is, 159,343 compared with 166,674. The numbers of participating local authorities and of applications accepted were also somewhat less, being 2,516 and 6,006 respectively in 1965-66, compared with 2,581 and 6,318 in 1964-65.

The estimated expenditure on approved projects during the past season was larger than in any previous year, reaching a total of \$335,613,000 compared with an expenditure of \$316,474,000 in 1964-65. The federal Government's share of this expenditure was estimated at \$65,904,000 in 1965-66 and \$61,161,000 in 1964-65.

### Payroll Cost

The estimated direct payroll cost of projects during the past season was

† See Table H-2, p. 490.

\$122,288,000, or 36.4 per cent of total cost. In 1964-65, it was \$113,470,000, or 35.9 per cent of the total.

Quebec's participation in the program in 1965-66 was much larger than that of any other province, the total estimated number of man-days of work provided being 4,936,247—considerably more than half the total for the whole country.

In Ontario, the province that had the next highest total, only 1,117,753 man-days of work were provided. In Ontario,

however, the estimated cost per application accepted was higher than in Quebec, the total being \$87,292,000 for 950 applications, compared with \$150,161,000 for 2,297 applications in Quebec.

The estimated number of men hired in Quebec during the period of the program was 96,799, compared with 17,490 in Ontario.

An analysis of the 1965-66 Municipal Winter Works Incentive Program by provinces follows:

	Accepted Projects	Men Employed	Man-days of Work Provided	Federal Share of Direct Payroll Costs
British Columbia.....	440	6,049	437,296	\$4,885,000
Alberta.....	672	11,659	516,977	4,527,000
Saskatchewan.....	993	15,285	443,591	3,725,000
Manitoba.....	183	2,894	174,465	1,425,000
Ontario.....	950	17,490	1,117,753	12,202,000
Quebec.....	2,297	96,799	4,936,247	36,137,000
New Brunswick.....	91	1,575	82,614	791,000
Nova Scotia.....	71	1,727	115,150	663,000
Prince Edward Island.....	104	2,337	111,781	735,000
Newfoundland.....	100	1,877	80,770	522,000
Yukon.....	—	—	—	—
Northwest Territories.....	56	457	10,043	81,000
Indian Bands.....	49	1,194	35,178	211,000
CANADA.....	6,006	159,343	8,061,865	65,904,000



# Employment and Unemployment in May

Employment increased between April and May by an estimated 186,000 to 7,136,000—a smaller increase than usual for this period. The labour force, at 7,383,000, was higher by 260,000, or 3.7 per cent, than in May 1965.

Unemployment declined during the period by 51,000 to 247,000, which was a smaller decline than usual for this season. Unemployment in May amounted to 3.3 per cent of the labour force, compared with 3.7 per cent in May 1965 and 4.2 per cent in May 1964. Seasonally adjusted, the May unemployment rate was 3.7 per cent.

## Employment

About two fifths of the gain in employment between April and May was in agriculture, where the increase of 74,000

was about normal for the season. In the non-farm industries, the increase was fairly widely distributed. Employment in construction, which had expanded rapidly during the past year, increased somewhat less than seasonally during the past month.

Total employment in May was 278,000, or 4.1 per cent, higher than a year earlier. There was a gain in all regions. The gain in employment of 186,000 between April and May was distributed among all age groups. Men made up 157,000 of the total, and women 29,000.

## Unemployment

The estimated total of 247,000 unemployed in May was 18,000 lower than in May 1965. Of the total, 191,000 were men and 56,000 were women. There

was little change in the age distribution of the unemployed compared with a year earlier.

Of the total number of unemployed, 168,000, or 68 per cent, had been unemployed for three months or less; some 47,000 for from four to six months; and 32,000 for seven months or more. Persons unemployed for four months or more made up 32 per cent of the total. A year earlier they amounted to 36 per cent.

The review is prepared by the Labour Market Analysis Division, Research Branch, Department of Citizenship and Immigration. The tables are prepared jointly by the Dominion Bureau of Statistics and the Department of Citizenship and Immigration.

## Labour Market Conditions

Labour Market Areas	Labour Surplus				Approximate Balance		Labour Shortage	
	1		2		3		4	
	May 1966	May 1965	May 1966	May 1965	May 1966	May 1965	May 1966	May 1965
Metropolitan.....	1	1	3	4	8	7	—	—
Major Industrial.....	2	4	15	12	9	10	—	—
Major Agricultural.....	2	2	1	4	11	8	—	—
Minor.....	7	5	19	26	29	25	3	2
Total.....	12	12	38	46	57	50	3	2

## Classification of Labour Market Areas—May

	Substantial Labour Surplus	Moderate Labour Surplus	Approximate Balance	Labour Shortage
	Group 1	Group 2	Group 3	Group 4
METROPOLITAN AREAS (labour force 75,000 or more)	St. John's	Halifax → QUEBEC-LEVIS Abbotsford-Vancouver New Westminster	Calgary Edmonton → HAMILTON Montreal Ottawa-Hull Toronto → WINDSOR → WINNIPEG	

	<i>Substantial Labour Surplus</i>	<i>Moderate Labour Surplus</i>	<i>Approximate Balance</i>	<i>Labour Shortage</i>
	<i>Group 1</i>	<i>Group 2</i>	<i>Group 3</i>	<i>Group 4</i>
MAJOR INDUSTRIAL AREAS (labour force 25,000-75,000; 60 per cent or more in non- agricultural activity)	Corner Brook Lac St. Jean	Fort William-Port Arthur Granby-Farnham- Cowansville Joliette →MONCTON →NEW GLASGOW Niagara Peninsula Oshawa →ROUYN-VAL D'OR Saint John →SHAWINIGAN Sherbrooke →SYDNEY-SYDNEY MINES Timmins-New Liskeard- Kirkland Lake Trois Rivières Victoria	→BRANTFORD →CORNWALL Guelph →KINGSTON Kitchener London →PETERBOROUGH Sarnia Sudbury	
MAJOR AGRICULTURAL AREAS (labour force 25,000-75,000; 40 per cent or more in agri- culture)	Riviere du Loup Thetford-Lac Megantic- St. Georges	→CHARLOTTETOWN	→BARRIE →BRANDON Chatham Lethbridge Moose Jaw →NORTH BATTLEFORD →PRINCE ALBERT Red Deer Regina →SASKATOON →YORKTON	
MINOR AREAS (labour force 10,000 to 25,000)	Bathurst Campbellton Dawson Creek Gaspé Newcastle Quebec North Shore Rimouski	→BRIDGEWATER Cranbrook Dauphin Drummondville →EDMUNDSTON →GRAND FALLS Kamloops Kentville →MONTMAGNY →OKANAGAN VALLEY Portage la Prairie →PRINCE GEORGE- QUESNEL Prince Rupert →STE. AGATHE- ST. JEROME St. Stephen →SUMMERSIDE →TRURO Valleyfield →YARMOUTH	Beauharnois →BELLEVILLE- TRENTON →BRACEBRIDGE Brampton Central Vancouver Island →CHILLIWACK Drumheller →FREDERICTON Galt Goderich →GRANDE PRAIRIE Lachute-St. Therese →LINDSAY Medicine Hat →NORTH BAY →OWEN SOUND →PEMBROKE →SAULT STE. MARIE St. Hyacinthe →ST. JEAN St. Thomas Simcoe →SOREL Swift Current Trail-Nelson →VICTORIAVILLE Walkerton Weyburn →WOODSTOCK, N.B.	→LISTOWEL →STRATFORD →WOODSTOCK- TILLSON- BURG

→The areas shown in capital letters are those that have been reclassified during the month, an arrow indicates the group from which they moved. For an explanation of the classification used, see page 476.



# Labour Statistics

Principal Items	Date	Amount	Percentage Change From	
			Previous Month	Previous Year
TOTAL CIVILIAN LABOUR FORCE*.....(000)	May 21	7,383	+ 1.9	+ 3.7
Employed.....(000)	May 21	7,136	+ 2.7	+ 4.1
Agriculture.....(000)	May 21	591	+14.3	- 9.8
Non-agriculture.....(000)	May 21	6,545	+ 1.7	+ 5.5
Paid workers.....(000)	May 21	6,044	+ 2.5	+ 5.6
At work 35 hours or more.....(000)	May 21	5,985	+ 2.9	+ 3.2
At work less than 35 hours.....(000)	May 21	945	+ 4.9	+ 6.8
Employed but not at work.....(000)	May 21	206	-11.2	+17.7
Unemployed.....(000)	May 21	247	-17.1	- 6.8
Atlantic.....(000)	May 21	35	-32.7	-22.2
Quebec.....(000)	May 21	105	-10.3	0.0
Ontario.....(000)	May 21	57	- 8.1	- 3.4
Prairie.....(000)	May 21	22	-31.3	-26.7
Pacific.....(000)	May 21	28	-20.0	+ 7.7
Without work and seeking work.....(000)	May 21	235	-14.2	- 6.0
On temporary layoff up to 30 days.....(000)	May 21	12	-50.0	-20.0
INDUSTRIAL EMPLOYMENT (1961=100).....	February	114.5	+ 0.2	- 2.3
Manufacturing employment (1961=100).....	February	119.8	+ 0.6	+ 7.1
IMMIGRATION.....1st Qtr.	1966	30,713	—	+37.9
Destined to the labour force.....1st Qtr.	1966	15,992	—	+41.6
STRIKES AND LOCKOUTS				
Strikes and lockouts.....	May	95	-12.0	+69.6
No. of workers involved.....	May	28,465	-44.0	+67.3
Duration in man days.....	May	332,450	-24.6	+113.8
EARNINGS AND INCOME				
Average weekly wages and salaries (ind. comp.).....	February	\$94.93	+ 1.2	+ 6.4
Average hourly earnings (mfg.).....	February	\$ 2.20	+ 0.5	+ 5.8
Average hours worked per week (mfg.).....	February	41.2	+ 0.7	+ 1.5
Average weekly wages (mfg.).....	February	\$90.68	+ 1.1	+ 7.3
Consumer price index (1949=100).....	May	143.4	+ 0.1	+ 3.9
Index numbers of weekly wages in 1949 dollars (1949=100).....	February			
Total labour income.....\$000,000.	February	2,277	+ 0.8	+13.9
INDUSTRIAL PRODUCTION				
Total (average 1949=100).....	April	274.4	+ 0.1	+10.7
Manufacturing.....	April	247.1	+ 0.5	+10.5
Durables.....	April	260.0	+ 1.2	+11.0
Non-durables.....	April	236.0	- 0.3	+10.0
NEW RESIDENTIAL CONSTRUCTION†				
Starts.....	April	6,518	+ 0.2	-26.6
Completions.....	April	20,771	+54.7	+44.7
Under Construction.....	April	75,973	-15.9	+12.1

\* Estimates of the labour force, the employed and the unemployed, are from *The Labour Force*, a monthly publication of the Dominion Bureau of Statistics which also contains additional details of the characteristics of the labour force, together with definitions and explanatory notes.

† Centres of 5,000 population or more.

NOTE: Blank spaces indicate data unavailable at press time.

# PRICE INDEXES

## Consumer, June 1966

The consumer price index (1949=100) increased 0.3 per cent to 143.8 at the beginning of June from 143.4 in May. The June index was 3.5 per cent higher than the June 1965 index of 139.0.

Six of the seven indexes increased from 0.1 per cent for housing, transportation, and recreation and reading, and to 0.3 per cent for food, and health and personal care. The tobacco and alcohol index remained unchanged.

The food index rose 0.3 per cent to 144.2 from 143.8. Higher prices were reported in June for most dairy products, most fresh fruits and fresh vegetables, tea, coffee, infants' food, honey, most pork products, chicken and turkey. Lower prices were recorded for powdered skim milk, most fats, eggs, bananas, orange juice, cabbage, tomatoes, lettuce, most beef cuts, lamb, and wieners.

The housing index edged up 0.1 per cent to 144.4 from 144.2. The shelter component rose fractionally while household operations remained unchanged.

The clothing index moved up 0.2 per cent to 125.3 from 125.0. Higher prices for men's wear, footwear, piece goods and clothing services outweighed lower prices for women's and children's wear.

The transportation index edged up 0.1 per cent to 151.2 from 151.1. The fractional increase resulted because higher train fares and automobile operation costs outweighed lower prices for automobiles and inter-urban bus fares.

The health and personal care index moved up 0.3 per cent to 181.2 from 180.7. Higher prices for men's haircuts moved the index.

The recreation and reading index rose fractionally to 159.3 from 159.2. Price increases for sports equipment outweighed sale prices. The tobacco and alcohol index remained unchanged at 125.1.

Group indexes in June 1965 were: food 137.6, housing 140.6, clothing 121.1, transportation 147.0, health and personal care 175.4, recreation and reading 155.0, and tobacco and alcohol 122.5.

## City Consumer, May 1966

Consumer price indexes (1949=100) advanced in eight of the ten regional cities between April and May 1966. Increases ranged from 0.1 per cent in Saint John, Ottawa, and Toronto to 0.4 per cent in Saskatoon-Regina and Vancouver. The Halifax index declined 0.1 per cent and the Montreal index was unchanged.

Mixed movements occurred throughout the regional cities. Food indexes were higher in five cities and lower in five. Housing indexes moved up fractionally in seven cities and held steady in three. Clothing indexes were slightly higher in two cities, lower in four, and unchanged in four. Indexes for transportation increased in eight cities, decreased in one, and remained steady in one. Health and personal care indexes advanced in all ten cities. Recreation and reading indexes rose in nine cities and remained unchanged in one. Tobacco and alcohol indexes edged up in four cities and were constant in six.

Regional consumer price index point changes between April and May were: Vancouver +0.6 to 138.1; Saskatoon-Regina +0.5 to 135.7; Winnipeg +0.4 to 139.1; Edmonton-Calgary +0.4 to 133.7; St. John's +0.3 to 125.6\*; Saint John +0.1 to 139.8; Ottawa +0.1 to 143.5; Toronto +0.1 to 145.9; Halifax -0.2 to 137.7; Montreal remained unchanged at 141.6.

## British Retail, April 1966

The British index of retail prices (Jan. 16, 1962=100) rose to 116.0 at mid-April from 114.6 at mid-March. A year ago in April the index was 112.0.

The rise in the index was due mainly to higher prices for potatoes, other fresh vegetables and meat, and higher local rates and water charges.

The food group index rose to 115.2, compared with 113.1 in March.

The index for housing, durable household goods, transport and vehicles, miscellaneous goods, and services all advanced in April. In the remaining four groups there was little change.

\* On base June 1951=100.

## Wholesale, May 1966

The general wholesale index for May was not available from the Dominion Bureau of Statistics in time for inclusion in this issue. It will be published in the September LABOUR GAZETTE.

## Residential Building

The price index of residential building materials (1935-39=100) increased in April by 0.3 per cent to 345.6 from 344.7 in March and to 151.6 from 151.2 on the 1949=100 base. The price index of non-residential building materials (1949=100) rose 0.5 per cent to 150.2 per cent from 149.5 in March.

## U.S. Consumer, May 1966

The United States consumer price index (1957-59=100) rose one-tenth of 1 per cent in May to 112.6. In April the index was 112.5 and a year ago in May it was 109.6.

The index for food had soared from 109.7 last November to 114.0 in April. The May food index was down to 113.5, as meat prices dropped by 1.5 per cent and some fruits and vegetables also declined.

Among the upward changes were mortgage interest rates, the cost of baby sitters, many home repairs, medical care, haircuts, cigarettes, women's summer dresses, shoes and furniture.

New car prices declined a little and used car prices rose a little.

## Rail employees get second newspaper

The first edition of the *Canadian Railwayman* was published April 25. The second newspaper for railwaymen in Canada, it will complement *Labor* "to bring rounded coverage of railways and rail unions," say the editors.

*Canadian Railwayman* is a publication of the International Non-Operating Railway Unions in Canada. *Labor* is published by 18 unions with membership in the railroads, airlines and related transport fields and is their official national weekly newspaper for the U.S. and Canada.



# Characteristics of Women in the Labour Force—1965

*Facts and Figures about Women in the Labour Force 1965*,\* a Women's Bureau publication, is issued annually to indicate trends in women's employment. It is based on tables of the Special Surveys Division of the Dominion Bureau of Statistics, and provides comparison with figures for 1960.

The "labour force" as indicated in the report constitutes the non-institutional civilian population over 14 years of age who were employed or seeking employment at the time of the survey. It includes paid workers, own-account workers, employers and unpaid family workers.

The term "employed" includes all those in paid employment, unpaid family workers, and those with a job who were not at work because of weather, illness, industrial dispute, vacations, or taking time off for other reasons. Housewives and students who worked part-time during the survey week are also included.

The survey shows that more women than men entered the labour force during the 1965 period. The participation rate\*\* for women has been climbing while the men's rate has been declining, and the total number of women in the labour force has surpassed the two million mark this year, as illustrated in the following table:

**Labour Force Participation Rates**

Total		Male		Female	
No.	%	No.	%	No.	%
000's		000's		000's	
1960					
6,411	54.2	4,754	80.7	1,657	27.9
1965					
7,141	54.4	5,065	77.9	2,076	31.3

The percentage increase in the number of employed female and male workers was greater than the increase in population in each group, but was much higher for women than for men—26.5 per cent versus 10.9 per cent.

Ontario, with the largest proportion of women in the labour force, represents

38.4 per cent of the total, but it was the only region to show a percentage decrease, having represented 40 per cent of the female labour force in the 1960 averages. The percentages in the other regions were: Quebec, 27.5 per cent; the Prairie region, 16.8; British Columbia, 9.5; and the Atlantic Provinces, 8 per cent.

## Age Groups

The 35-44 age category comprised the largest proportion in the labour force, but the 45-54 age category, in second place, showed the largest numerical increase for the period. Half the women in the labour force are 35 years of age or over and one in five is in the 35-44 age category.

All age categories but one showed an increase in participation rates. The exception was the 14-19 category, which showed a decline from 32.6 in 1960 to 30.2 in 1965. The percentage increase for the 45-50 age category was especially noteworthy, having leaped from 30.4 per cent in 1960 to 37 per cent in 1965.

## Marital Status

During this five-year period, the proportion of married women in the female labour force increased from 45 per cent to over 50 per cent, while the proportion of single women decreased from 44.5 per cent to 38.9 per cent. Women in the widowed, divorced or separated category accounted for approximately 10 per cent of the total female population and were proportionately and consistently represented in the labour force and among the employed during the period under review, with only a slight decline in participation rate.

## Hours of Work

In 1961† 57.5 per cent of the women in the labour force worked 35-44 hours weekly, but that proportion dropped to 51 per cent in 1965, indicating a trend to the shorter work week. The number working longer hours (45-54) dropped to an even greater extent.

†Statistics used in the report have been adjusted to take into account the 1961 census counts of population. In this instance, revised figures were not available.

Part-time work for women showed a continued increase. There are now three times as many women working less than 35 hours a week than there were in 1955. Their percentage of the total number of women working has almost doubled from 11.7 per cent to 22.1 per cent.

## Occupation and Industry

More than three out of every five women workers were employed in the community, business, personal service industry, and this showed little change from the 1961 average. Women in 1965 accounted for 65.2 per cent of all clerical workers, an increase from 62.4 per cent in 1961.‡ In managerial occupations, they accounted for 12.1 per cent in sales, 36.5 per cent and in craft, production and related work, 53.3 per cent.

At a recent Women's Bureau Conference on the changing patterns in women's employment (L.G., May, p. 229) Dr. Sylvia Ostry, Assistant Director of the Labour Division of the Dominion Bureau of Statistics, traced the "remarkable rise" in women's participation in the labour force—from 14 per cent in 1901 to 30 per cent by 1965. In 1901, women accounted for 15 per cent of the labour supply, and now their share is approaching one third.

Looking at participation rates for the past five censuses, and 1965 figures derived from monthly labour force surveys, Dr. Ostry pointed to a rising participation in every age category; but in each of the three categories contained in the 35-65 age span, the proportion had just about tripled. Most dramatic has been the increase since 1941 in the married, over-35 category.

Dr. Ostry concludes that, regardless of marital status, the higher the level of education, the higher the level of labour force participation at each age. Education exerts a more powerful influence than age in determining whether or not a woman enters the labour force, she said, and this is characteristic of married women with children, regardless of their age.

‡Unrevised figures

\*Available on request from Women's Bureau, Department of Labour, Ottawa.

\*\*The labour force as a percentage of the population.

# Paraplegic Honoured for Service to the Handicapped

The first winner of the Lloyd MacInnis Memorial Award is Charles F. L. Kelsey of Port Joli, N.S., who was chosen from among 30 persons nominated across the country. The presentation was made recently by Premier Stanfield of Nova Scotia.

The Award was established in memory of Lloyd MacInnis, a well-known Maritime television commentator who died about a year ago, as an acknowledgement of "selfless assistance to the community and honouring the memory of one who was a good citizen." The Lloyd MacInnis Memorial Award Fund, headed by S. R. Kennedy, the Canadian Broadcasting Corporation's Director for the Maritime Provinces, is being administered under the direction of the Maritime School of Social Work.

Lloyd MacInnis devoted much of his private life to working in the interests of community, social, welfare and children's organizations in the communities in which he lived. Shortly before his death, he was awarded a citation from the Alexander Graham Bell Foundation in the United States for his part as researcher, writer and narrator of a television program dealing with the problems of the deaf.

The inscription on the citation reads:

Awarded to Charles F. L. Kelsey

- for encouraging the physically disabled by his example;
- for recognizing that the needs of the handicapped extend beyond medical rehabilitation;
- for devoting his life and work to putting this principle into practice;
- and for his humility in seeking no tangible award for his service.

Mr. Kelsey was born in England and came to Canada in 1923. During the Second World War he served overseas with the Canadian Armoured Corps and was severely wounded at Falaise, France. A spinal wound produced paraplegia.

In 1945, while at St. Anne de Bellevue Hospital in Montreal, he met George Whalley who had also become a paraplegic after having been wounded during the fighting in Italy. The two men became friends and later business partners.

At about this time, a group of war veterans in Toronto founded the

Canadian Paraplegic Association under the leadership of John Counsell, and in 1946 a Quebec branch was formed. Mr. Kelsey became editor of a paper called *The Caliper* that later became the national journal of the Canadian Paraplegic Association.

Between 1949 and 1950, Messrs. Kelsey and Whalley, who were both in Queen Mary Veterans Hospital, began to work together on designing and making special mechanical hand controls for cars.

Their ideas were approved by the Ford Company and later by General Motors, and the two men continue to manufacture the car equipment at cost price, making necessary changes to fit it into new car models.

Mr. Kelsey was employed as a welfare officer by the Quebec Division of the Paraplegic Association until 1952, when he went to New York University and took a course in rehabilitation and pre-vocational training. On returning to Montreal he started a pre-vocational school for the handicapped.

Mr. Whalley, who had been working with the Canadian Red Cross, left his work and joined his friend in this venture, and they operated the school for two years. It was then absorbed by a larger rehabilitation centre, and the two men moved to Nova Scotia.

Mr. Kelsey helped the newly-established Maritime Branch of the Canadian Paraplegic Association to conduct a survey to find out the number of handicapped in the area and to help them in getting employment.

Three years ago, in partnership with George Whalley, he set up his first book-binding industry in Nova Scotia at Liverpool to provide employment for handicapped persons in the Maritimes in the repair of school-books and in book-binding. The following year they formed a branch at New Glasgow, and in June 1964 opened a third branch in Fredericton. The Fredericton branch was moved to Gagetown this spring.

The K and W Enterprises, as this firm is called, employs between 35 and 38 employees, almost 90 per cent of whom are handicapped—ex-tubercular patients, amputees, heart cases, arthritics and deaf

muters. The yearly pay roll is approximately \$70,000.

Besides the bookbinding and repair work, K and W Enterprises manufactures special equipment for the disabled, such as aluminum crutches and an electrically operated easel for handicapped artists.

## "Rehabilitation Week" in Fredericton

"Prosthetics in the 60's" was the theme of the first Maritime Clinic on Orthotics and Prosthetics held in early May in Fredericton, N.B. The clinic was attended by 100 medical and paramedical personnel and professional engineers from the Atlantic Provinces, and by members of research groups from Winnipeg, Toronto and Montreal.

Many of these persons remained for the Canadian Prosthetics Research Conference, held on May 5 and 6. Representatives of research and training units from the Manitoba Rehabilitation Hospital, the Ontario Crippled Children's Centre, Sunnybrook Hospital and the Rehabilitation Institute of Montreal, and from the University of New Brunswick Bio-Engineering Unit, were present to report on progress and plans in their programs concerning prosthetics research and development.

The Forest Hill Rehabilitation Centre in Fredericton held Open House on May 7 to mark the eighth anniversary of the opening of the institution.

Commenting on this event, the *Fredericton Gleaner* said "In these eight years, hundreds of people suffering from disabling accidents and illnesses have had their physical faculties restored or improved through treatment at the Centre. In the past year, 155 in-patients and 43 out-patients were so treated, with beneficial results.

"The Rehabilitation Centre came into being largely through the energetic promotion of Mr. Stanley B. Cassidy, who still continues to serve as chairman of its board of management. He and his fellow directors have plans for tripling the capacity of the Centre, enabling it to play an even greater part in filling a gap in New Brunswick's health care picture, the rehabilitation of the physically handicapped."

Dr. David Hall Brooks, a physiatrist, is Medical Director of the Centre.



# No One Under 40 Years of Age

First experimental on-the-job training program  
for plus-40 age group described as complete success

## NO ONE UNDER 40 YEARS OF AGE.

That was the stipulation of Bethlehem Copper Corporation, British Columbia, when it requested the co-operation of the National Employment Service in recruiting personnel for its on-the-job training program for older workers.

First introduced at its Ashcroft mine in April this year on an experimental basis, the program is described by the mine manager, Donald W. Pringle, as a complete success.

The initial on-the-job training class consisted of ten workers in the plus-40 age group. Some had lost their jobs through automation, others had been casual workers on construction projects. But all were experiencing a common problem. No employer would hire them because they were "too old".

Then Bethlehem Copper took an interest in them. But the corporation management made it quite clear that they were not hired purely for humanitarian reasons.

"Like many other Canadian employers, because of the existing boom employment conditions, we were experiencing a large turnover, particularly among the low echelon of day-rate employees. In terms of dollars and cents, therefore, our on-the-job training program for older workers is a sound, business investment," Mr. Pringle stated.

All participants in the first training course successfully passed their rigid examination tests and, with the exception of one, are now permanent employees of the mine.

One "student"—creeping close to the age of 50—received marks of 100 per cent.

"Which dispels the old-fashioned notion that you can't teach an old dog new tricks," commented Mr. Pringle.

The training course consists of a 60-day probationary period. During the first 30 days the students undergo an intensive orientation program to familiarize them with all the techniques and required skills of the mill ore concentrator operations.

Periodic appraisal records are maintained and those who pass the orientation test are given the opportunity to decide whether or not they wish to complete the entire training program.

The students are hired in accordance with the terms of the agreement with the Mine, Mill and Smelter Workers, work an 8-hour day, and receive union wage rates. Effective July 1, 1966, rates range from \$2.16 an hour for mill helpers, to \$2.92 an hour for tradesmen, 1st class.

During their probationary period, the students devote four hours a day to theoretical training, and four hours to practical instruction.

## New Class Recruited

So successful was the first training course that almost immediately after graduation, a new class of trainees was recruited.

"The manner in which the graduates have adapted themselves to their new employment explodes the fallacy that, just because a man has passed the age of 40, he is no longer able to maintain production records. Actually, when placed in the right job, he can perform just as efficiently as the younger employee," Mr. Pringle stated.

"In fact," he added, "because of his maturity and sense of family and community responsibility, he can often do a better job."

Mine management has no illusions, however.

"Once the worker has successfully completed the training course, he graduates into the skilled occupation category, and because of his skill—and the current scarcity of skilled mine operators—he would have no difficulty in getting a job with other mining companies. We make this quite clear to the trainees, and it is entirely up to them whether or not they wish to stay with us," Mr. Pringle said.

"However, we aim to make the working and social conditions at Bethlehem Copper so attractive that they will prefer to work here," he said.

Applicants for the training courses are first screened by specialized employment

officers at the National Employment Office in Kamloops. Those selected are then given a private interview with the company's personnel representative.

"Age, creed or racial origin is no criterion in our selection," stated Luke Kirby, personnel supervisor.

"All we ask is physical fitness, the ability to absorb knowledge, and a sincere desire to learn a skill which offers them an opportunity for permanent employment," he explained.

According to Bethlehem Copper, the complete training of each worker from cleaner-helper to qualified mill operator costs the company in terms of lost production about two thousand dollars.

But management declares that from a long-range point of view, it is a sound investment.

Incidentally, the company has no compulsory retirement age.

As far as the trainees themselves are concerned, they are most enthusiastic.

Bill Watson of Cache Creek, for example, who had been unemployed for five months because of age reasons, stated: "I now having a feeling of security, particularly as I can learn a good trade and work for at least another 20 years and earn a pension under the Canada Pension Plan."

Joe Levesque, who is approaching his fifties, commented with a smile: "It proves one's never too old to learn."

Owen Campbell, who had spent nearly a quarter of a century with the railroad and whose job, because of automation, had become obsolete, declared: "It's almost too good to be true."

At the present time, Bethlehem Copper has 115 mine employees. Of these, including those who graduated from the first training course and those undergoing the second course, close to 20 per cent are in the plus-40 age group.

In addition to its provision of job opportunities to older workers, the company has on its payroll several handicapped employees.

# Certification and Other Proceedings Before the Canada Labour Relations Board

The Canada Labour Relations Board met for three days during May.

The Board granted 12 applications for certification, rejected five, and ordered five representation votes. The Board received 14 applications for certification and two applications for revocation of certification. During the month, the Board allowed the withdrawal of one application for certification.

**Applications for Certification Granted**

1. International Longshoremen's and Warehousemen's Union, Local 518, on behalf of a unit of waterfront workers employed in a deep sea stevedoring operation by the Canadian Pacific Railway Company at Vancouver (L.G., Oct. 1965, p. 931).

2. Truckers, Cartagemen, Construction and Building Material Employees, Local Union No. 362; and General Drivers, Warehousemen and Helpers, Local Union No. 979 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America; on behalf of a unit of line drivers of leased tractors, including spare line drivers, employed by Midland Superior Express Limited, Calgary, Alta. excluding the owner-drivers (leased operators) and pickup-and-delivery drivers. (L.G., Jan.-Feb., p. 34) (Reasons for Judgment published as Supplement No. 5 to the LABOUR GAZETTE).

3. Canadian Merchant Service Guild on behalf of a unit of marine engineers employed by Northland Navigation Co. Ltd., Vancouver, B.C., (L.G., May, p. 236). The National Association of Marine Engineers had intervened.

4. Canadian Merchant Service Guild on behalf of a unit of marine engineers employed at Vancouver aboard the MV. *Tyee Shell* by Shell Canadian Tankers (1964) Limited, Toronto, Ont. (L.G., May, p. 236). The National Association of Marine Engineers had intervened.

5. Retail Clerk's Union, Local 401, of the Retail Clerks' International Association on behalf of a unit of highway and city drivers employed by Monarch Transport Ltd., Edmonton, Alta. (L.G., July, p. 373).

6. Teamsters, Chauffeurs, Warehousemen and Helpers Local Union No. 880 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America on behalf of a unit of transport drivers employed by Dunlop Transport Ltd., Petrolia, Ont. (L.G., June, p. 307).

7. Shaft & Development Workers, Local 1037, of the International Union of Mine, Mill and Smelter Workers (Canada) on behalf of certain employees of Cameron McMynn Limited, Vancouver, B.C., employed in the Yukon Territory. (L.G., June, p. 307).

8. Canadian Brotherhood of Railway, Transport and General Workers on behalf of a group of warehouse employees employed at North Bay, Ont., by the Canadian National Railways. The certificate covering the existing system unit was amended to include the employees affected by this application (L.G., June, p. 307).

9. International Union of Operating Engineers, Local 115, on behalf of a unit of employees of General Enterprises Limited, Whitehorse, Y.T. (L.G., July, p. 373).

10. General Drivers, Warehousemen and Helpers, Local 979 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of driver-helpers employed on leased tractors by Arrow Transit Lines Limited,

This section covers proceedings under the Industrial Relations and Disputes Investigation Act, involving the administrative services of the Minister of Labour, the Canada Labour Relations Board, and the Industrial Relations Branch of the Department.

Winnipeg, Man. (L.G., Nov. 1965, p. 1075). (See also Applications for Certification Rejected, Item 4 below). (Reasons for Judgment published as Supplement No. 5 to the LABOUR GAZETTE).

11. Amalgamated Transit Union, Division 1374, on behalf of a unit of employees who are regularly employed by Brewster Transport Company Limited, Banff, Alta. (L.G., Apr., p. 171).

12. Syndicat des Employés du Transport Provincial (CSN) on behalf of a unit of bus drivers employed by (Quebec Central Transportation Company, Montreal, Que. (L.G., July, p. 373).

**Applications for Certification Rejected**

1. United Packinghouse, Food and Allied Workers, applicant, Norfolk Co-operative Company Limited, Simcoe, Ont., respondent (L.G., June, p. 306). The application was rejected for the reason that it was not supported by a majority of the employees eligible to cast ballots in the representation vote conducted by the Board.

2. United Packinghouse, Food and Allied Workers, applicant, and Super Sweet Formula Feeds—Division of Robin Hood Flour Mills Limited, Milton, Ont., respondent (L.G., July, p. 373). The application was rejected for the reason that it was not supported by a majority of the employees eligible to cast ballots in the representation vote conducted by the Board.

3. Office and Technical Employees Union, Local 15, of the Office and Professional Employees' International Union, applicant, and United Terminals Ltd., Burnaby, B.C., respondent (L.G., June, p. 307). The application was rejected for the reason that the Board found that the undertaking on which the employees in the proposed bargaining unit were engaged was an undertaking that did not fall within the scope of the



## Industrial Relations and Disputes Investigation Act.

4. General Drivers, Warehousemen and Helpers, Local 979 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicant, and Arrow Transit Lines Limited, Winnipeg, Man., respondent (L.G., Nov. 1965, p. 1075). The application covered a unit of owner-drivers. (See also Applications for Certification Granted, Item 10 above). (Reasons for Judgment Issued).

5. Transport Drivers, Warehousemen and Helpers' Union, Local 106, General Truck Drivers' Union, Local 879; and General Truck Drivers' Union, Local 938, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicants; Overnite Express Limited, Hull, Que., respondent; and Canadian Transportation Workers' Union 192, NCCL, intervener (L.G., July, p. 373). The application was rejected for the reason that it was not supported by a majority of the employees eligible to cast ballots in the representation vote conducted by the Board.

## Representation Votes Ordered

1. Shaft & Development Workers, Local 1037, of the International Union of Mine, Mill and Smelter Workers (Canada), applicant and intervener; Tunnel and Rock Workers' Local Union No. 168 of the Labourers' International Union of North America, applicant and intervener; and Mount Nansen Mines Limited, Carmacks, Y.T., respondent (L.G., May, p. 237 and June, p. 307). The Board directed that the names of both applicants appear on the ballot (Returning Officer: J. D. Meredith).

2. Office and Technical Employees Union, Local 15 of the Office and Professional Employees' International Union, applicant; and Los Angeles-Seattle Motor Express Incorporated, Burnaby, B.C., respondent (L.G., June, p. 307) (Returning Officer: J. D. Meredith).

3. Transport Drivers, Warehousemen and Helpers' Union, Local 106 of the International Brotherhood of Teamsters, Warehousemen and Helpers of America, applicant; and Maurice Guillemette Inc., St-Gregoire, Que., respondent (L.G.,

June, p. 307) (Returning Officer: R. L. Fournier).

4. Syndicat des Employés du Transport Provincial (CSN), applicant; Quebec Central Transportation Company, Montreal, Que., respondent; and the Canadian Brotherhood of Railway, Transport and General Workers, intervener (L.G., July, p. 373). The Board directed that the names of the applicant and the intervener appear on the ballot. (Returning Officer: R. L. Fournier.)

5. Transport Drivers, Warehousemen and Helpers' Union, Local 106 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicant; and Martel Express Ltée., Farnham, Que., respondent (Returning Officer: R. L. Fournier). (See also Applications for Certification received, Item 2 below).

## Applications for Certification Received

1. Syndicat général du cinéma et de la télévision (CSN), on behalf of a unit of certain building service employees, Montreal area, employed by the Canadian Broadcasting Corporation,

## Scope and Administration of Industrial Relations and Disputes Investigation Act

Conciliation services under the Industrial Relations and Disputes Investigation Act are provided by the Minister of Labour through the Industrial Relations Branch. The branch also acts as the administrative arm of the Canada Labour Relations Board in matters under the Act involving the board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March 1944 and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certificates given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for ap-

plication to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for controlling applications for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to the Wartime Labour Relations Board to administer provisions concerning the certification of bargaining agents; the writing of provisions—for incorporation into collective agreements—that fix a procedure for the final settlement of disputes concerning the meaning or violation of such agreements; and the investigation of complaints referred to it by the minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Pro-

cedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported here under two headings: (1) Certification and other Proceedings before the Canada Labour Relations Board and (2) Conciliation and other Proceedings before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax and St. John's, Newfoundland. The territory of four officers resident in Vancouver comprises British Columbia, Alberta and the Yukon and Northwest Territories; two officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and Northwestern Ontario; four officers resident in Toronto confine their activities to Ontario; five officers in Montreal are assigned to the province of Quebec, and a total of three officers resident in Fredericton, Halifax and St. John's represent the Department in the Maritime Provinces and Newfoundland. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.

Ottawa, Ont. (Investigating Officer: R. L. Fournier).

2. Transport Drivers, Warehousemen and Helpers' Union, Local 106 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of drivers, helpers and mechanics employed by Martel Express Ltée., Farnham, Que. (Investigating Officer: R. L. Fournier). (See also Representation Votes Ordered, Item 5 above).

3. Canadian Merchant Service Guild on behalf of a unit of masters, mates, and radio operators employed by the British Columbia Ferry Authority, Victoria, B.C. (Investigating Officer: J. D. Meredith).

4. Canadian Merchant Guild on behalf of a unit of marine engineers and electricians employed by the British Columbia Ferry Authority, Victoria, B.C. (Investigating Officer: J. D. Meredith).

5. United Steelworkers of America on behalf of a unit of checkers and clerks employed by Clarke Steamship Company Limited, Montreal, Que. (Investigating Officer: R. L. Fournier).

6. Canadian Wire Service Guild, Local 213, American Newspaper Guild, on behalf of a unit of film and other employees preparing TV news employed by the Canadian Broadcasting Corporation, Ottawa, Ont. (Investigating Officer: S. Emmerson).

7. Lakehead Harbour Police Association on behalf of a unit of employees of the Lakehead Harbour Commission, Port Arthur, Ont. (Investigating Officer: A. E. Koppel).

8. Canadian Brotherhood of Railway, Transport and General Workers on behalf of a unit of drivers and other employees employed by Hendrie and

Company Limited, Toronto, Ont. (Investigating Officer: S. Emmerson).

9. International Union of Mine, Mill and Smelter Workers (Canada) on behalf of a unit of employees of New Imperial Mines Limited, Whitehorse, Y.T. (Investigating Officer: J. D. Meredith).

10. Miscellaneous Workers, Wholesale and Retail Delivery Drivers and Helpers, Local Union No. 351 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of drivers and other employees working in or out of Vancouver for Dominion Auto Carriers Ltd., Oakville, Ont. (Investigating Officer: J. D. Meredith).

11. Canadian Union of Public Employees on behalf of a unit of non-teaching staff employed at the Oblate Fathers' Residential School, Indian Reserve No. 1, Fort Frances, Ont. (Investigating Officer: A. E. Koppel).

12. National Association of Broadcast Employees and Technicians on behalf of a unit of employees at Station CFRN-TV by Sunwapta Broadcasting Ltd., Edmonton, Alta. (Investigating Officer: J. D. Meredith).

13. Driver Salesmen, Plant, Warehouse and Cannery Employees, Local Union 987 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America on behalf of a unit of employees of McCabe Grain Company Limited, Edmonton, Alta. (Investigating Officer: J. D. Meredith).

14. Western District Diamond Drillers' Union, Local 1005 of the International Union of Mine, Mill and Smelter Workers (Canada) on behalf of a unit of employees employed in the

Northwest Territories and Yukon Territory by Cameron McCutcheon Drilling Ltd., Vancouver, B.C. (Investigating Officer: J. D. Meredith).

#### Applications for Revocation Received

1. Bruno Fortier, *et al.*, applicants; Transport Drivers, Warehousemen and Helpers, Local 106 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, respondent; and Veilleux Transport Inc., East Angus, Que., respondent. The application is for the revocation of the Board's order of April 29, 1965, certifying the respondent union as the bargaining agent for a unit of truck drivers, maintenance men and helpers employed by Veilleux Transport Inc. (L.G., June 1965, p. 524).

2. Serge Montmorency, *et al.*, applicants; International Union, United Automobile, Aircraft and Agricultural Implement Workers of America (UAW) (now International Union, United Automobile, Aerospace and Agricultural Implement Workers of America), respondent; and La Compagnie Nationale Air France, Montreal, Que., respondent. The application is for the revocation of the Board's order of October 6, 1959, certifying the respondent union as bargaining agent for a unit of operations officers, cargo agents, traffic agents, commissary agents and ground hostesses employed by the respondent company at Montreal International Airport, Dorval, Que. (L.G. 1959, p. 1291).

#### Application for Certification Withdrawn

1. International Union of Operating Engineers, Local 115, applicant, and Dawson Construction (Northern) Limited, Whitehorse, Y.T., respondent (L.G., July, p. 373).

## Conciliation and Other Proceedings Before the Minister of Labour

During May, the Minister of Labour appointed conciliation officers to deal with the following disputes:

1. United Keno Hill Mines Limited, Elsa, Y.T., and Local 924 of the International Union of Mine, Mill and Smelter Workers (Conciliation Officer: J. D. Meredith).

2. Canadian Marconi Company, Montreal, and Salaried Employees' Association (Marconi) (Special Services Division,

Field Service Group) (Conciliation Officer: C. E. Poirier).

3. Canadian Marconi Company (Broadcasting Division, CFCF-TV and CFCH-Radio) and National Association of Broadcast Employees and Technicians (Conciliation Officer: C. E. Poirier).

4. National Harbours Board, Port Colborne Elevator, and Port Colborne Elevator Workers' Union, Local 1015, International Union of Mine, Mill and

Smelter Workers (Canada) (Conciliation Officer: T. B. McRae).

5. Boston and Rockland Transportation Company Limited, Yarmouth, N.S., and Local 927 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: D. T. Cochrane).

6. The Shipping Federation of Canada, Inc., and Local 273 of the International Longshoremen's Associa-



tion, Saint John, N.B. (Conciliation Officer: H. R. Pettigrove).

7. Buntain Bell Co. Ltd. and Charlottetown Shipping Services, Charlottetown, P.E.I., and Labourers' Protective Union No. 9568 (Conciliation Officer: H. R. Pettigrove).

8. TransAir Limited, St. James, Man., and Lodge 2223 of the International Association of Machinists and Aerospace Workers (Conciliation Officer: A. E. Koppel).

9. Bristol Aviation Services, Winnipeg, and Lodge 741 of the International Association of Machinists and Aerospace Workers (Conciliation Officer: A. E. Koppel).

10. British Columbia Maritime Employers' Association, Vancouver, and the International Longshoremen's and Warehousemen's Union (Conciliation Officer: D. S. Tysoe).

11. North Canada Air Limited, Prince Albert, Sask., and Canadian Brotherhood of Railway, Transport and General Workers (Conciliation Officer: A. E. Koppel).

12. La Télévision de Québec (Canada) Ltée, and National Association of Broadcast Employees and Technicians (Conciliation Officer: C. E. Poirier).

13. Radio Trois-Rivières Inc. (CHLN) and National Association of Broadcast Employees and Technicians (Conciliation Officer: C. E. Poirier).

#### **Settlements by Conciliation Officers**

1. Pacific Western Airlines, Vancouver International Airport, and Canadian Air Line Flight Attendants' Association (Conciliation Officer: D. S. Tysoe) (L.G., Jan.-Feb., p. 35).

2. Motor Transport Industrial Relations Bureau of Ontario (Inc.) (certain member companies coming within federal jurisdiction) and Local 938 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (northern agreement) (Conciliation Officer: T. B. McRae) (L.G., Jan.-Feb., p. 35).

3. The Shawinigan Falls Terminal Railway Co., Shawinigan, P.Q., and Brotherhood of Locomotive Engineers (Conciliation Officer: C. E. Poirier) (L.G., April, p. 172).

4. The Shawinigan Falls Terminal Railway Co., Shawinigan, Que., and Brotherhood of Railroad Trainmen (Conciliation Officer: C. E. Poirier) (L.G., April, p. 172).

5. Boston and Rockland Transportation Company Limited, Yarmouth, N.S., and Local 927 of the International

Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: D. T. Cochrane) (see above).

6. United Keno Hill Mines Limited, Elsa, Y.T., and Local 924 of the International Union of Mine, Mill and Smelter Workers (Conciliation Officer: J. D. Meredith) (see above).

#### **Conciliation Boards Appointed**

1. Taggart Service Limited, Ottawa, Ont., and Locals 91, 938 and 106 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (L.G., Jan.-Feb., p. 35).

2. Robin Hood Flour Mills Limited, Montreal, and Le Syndicat National des Employés de Robin Hood Flour Mills Limited (CSN) (L.G., July, p. 374).

3. Canadian Broadcasting Corporation and International Alliance of Theatrical Stage Employees and Moving Picture Machine Operators of the United States and Canada (L.G., Jan.-Feb., p. 35).

4. British Overseas Airways Corporation, Montreal, and International Union, United Automobile, Aerospace and Agricultural Implement Workers of America (UAW) (L.G., July, p. 374).

5. Canadian Pacific Railway Company, and Brotherhood of Railroad Trainmen (no Conciliation Officer appointed previously).

#### **Conciliation Boards fully Constituted**

1. The Board of Conciliation and Investigation established in May to deal with a dispute between Taggart Service Limited, Ottawa, Ont., and Locals 91, 938 and 106 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (see above) was fully constituted in May with the appointment of T. C. O'Connor of Toronto, as Chairman. Mr. O'Connor was appointed by the Minister in the absence of a joint recommendation from the other two members of the Board, J. W. Healy, Q.C., and Murray Tate, both of Toronto, who were previously appointed on the nomination of the company and union, respectively.

2. The Board of Conciliation and Investigation established in April to deal with a dispute between Polymer Corporation Limited, Sarnia, Ont., and Oil, Chemical and Atomic Workers' International Union, Local 9-14 (L.G., July, p. 374) was fully constituted in May with the appointment of T. C. O'Connor of Toronto, as Chairman. Mr. O'Connor was appointed by the Minister on the joint recommendation of the other two members of the Board, Michael O'Brien

and Harry Waisglass, both of Toronto, who were previously appointed on the nomination of the company and union, respectively.

3. The Board of Conciliation and Investigation established in April to deal with a dispute between H. W. Bacon Limited, Toronto, Ont., and Local 419 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (L.G., July, p. 374) was fully constituted in May with the appointment of R. G. Geddes of Toronto, as Chairman. Mr. Geddes was appointed by the Minister on the joint recommendation of the other two members of the Board, David Churchill-Smith of Toronto and William Walsh of Hamilton, who were previously appointed on the nomination of the company and union, respectively.

4. The Board of Conciliation and Investigation established in April to deal with a dispute between Baton Broadcasting Limited, Agincourt, Ont., and National Association of Broadcast Employees and Technicians (L.G., July, p. 374) was fully constituted in May with the appointment of His Honour Judge Walter Little of Parry Sound. Judge Little was appointed by the Minister on the joint recommendation of the other two members of the Board, George S. P. Ferguson, Q.C. and Miller Stewart, both of Toronto, who were previously appointed on the nomination of the company and union, respectively.

5. The Board of Conciliation and Investigation established in April to deal with a dispute between Robin Hood Flour Mills Limited, Humberstone, Ont., and United Packinghouse, Food and Allied Workers, District No. 8 (L.G., July, p. 374) was fully constituted in May with the appointment of Trevor R. Smith of Toronto, as Chairman. Mr. Smith was appointed by the Minister on the joint recommendation of Colin A. Morley and A. Alan Borovoy, both of Toronto, who were previously appointed on the nomination of the company and union, respectively.

6. The Board of Conciliation and Investigation established in April to deal with a dispute between Dominion Auto Transit Company Limited (Windsor and Chatham terminals) and Dominion Auto Carriers Limited (Oakville terminal) and Local 880 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (L.G., July, p. 374) was fully constituted in May with the appointment of T. C. O'Connor of Toronto, as Chairman. Mr. O'Connor was appointed by the Minister on the joint recommendation of the oth-

er two members of the Board, F. W. Murray of Toronto and Charles Brooks of Windsor, who were previously appointed on the nomination of the companies and union, respectively.

7. The Board of Conciliation and Investigation established in April to deal with a dispute between The Shipping Federation of Canada, Inc., Montreal, and International Longshoremen's Association (Locals 375, 1657, 1522, Montreal Local 1846, Trois-Rivières; and Locals 1739 and 1605, Quebec City) (L.G., July, p. 374) was fully constituted in May with the appointment of the Hon. Mr. Justice Claude Prevost of Montreal, as Chairman. Mr. Justice Prevost was appointed by the Minister on the joint recommendation of the other two members of the Board, Roger Cordeau, Q.C., and Robert G. Burns, both of Montreal, who were previously appointed on the nomination of the Federation and Union, respectively.

#### **Board Reports Received**

1. Air Canada, Montreal, and Trans-Canada Air Lines Sales Employees' Association (L.G., June, p. 308).

2. The St. Lawrence Seaway Authority (Operational and Maintenance Forces;

Cornwall Headquarters Building Unit; and Welland Canal Twinning Project) and Canadian Brotherhood of Railway, Transport and General Workers (L.G., July, p. 374).

3. The Shipping Federation of Canada, Inc., Montreal, and International Longshoremen's Association (Locals 375, 1657, 1522, Montreal; Local 1846, Trois-Rivières; and Locals 1739 and 1605, Quebec City) (see above).

4. Canadian Arsenals Limited (Small Arms Division) Long Branch, Ont., and United Steelworkers of America (L.G., May, p. 238).

5. B.C. Television Broadcasting System Ltd. (CHAN-TV), and International Alliance of Theatrical Stage Employees and Moving Picture Machine Operators of the United States and Canada (L.G., May, p. 238).

#### **Settlement after Board Procedure**

1. Canadian Arsenals Limited (Small Arms Division) Long Branch, Ont., and United Steelworkers of America (see above).

2. Canadian Pacific Air Lines, Limited, Vancouver Airport, B.C., and

Local 31 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (L.G., Mar., pp. 102 and 103).

#### **Work Stoppage**

The Shipping Federation of Canada, Inc., Montreal, and International Longshoremen's Association (Locals 375, 1657, 1522, Montreal; Local 1846, Trois-Rivières; and Locals 1739 and 1605, Quebec City) (see above). Work stoppage commenced on May 9; Judge Lippé of Montreal, appointed Industrial Inquiry Commission by the Minister on May 18; Judge Lippé is continuing mediation of the dispute.

#### **Dispute in which Board not Appointed**

Frederick Transport Limited, Chatham, Ont., and Local 880 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (L.G., Apr., p. 172).

#### **Dispute Lapsed**

Rod Service (Ottawa) Limited, and Local 91 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (L.G., Mar., p. 102).

### **Women's Bureau established in Alberta**

To mark the 50th anniversary of the enfranchisement of women on April 19, 1916, Hon. Ethel Wilson, Minister without Portfolio, sponsored a Bill in the Alberta Legislature to establish a Women's Cultural and Information Bureau.

The Bill, passed by the Legislature, defines the duties of the Bureau as follows:

—to collect and compile information, opinions and other material on matters of particular concern to women, including information, opinions and material on the cultural, social, legal, public and other rights, responsibilities,

interests and privileges of women in Alberta;

—to make such information, opinions and other material available to women, women's organizations and others; and

—to provide such other services and perform such other functions as may be designated by the Minister.

Administration of the Act will likely be placed under the Provincial Secretary's Department at the outset, and will provide for a Director of the Bureau, appointed in accordance with the Public Service Act, 1962, and "such other members as may be necessary to carry out the duties of the Bureau."

### **Sites picketing bill temporarily shelved**

A bill to ease restrictions on the picketing of construction sites was stricken from the House docket of the United States Congress in May. The measure, which was supported by the Johnson Administration, may now be shelved for the rest of the session.

The bill was removed from the House calendar by the Speaker, who said that the action had been taken at the request

of Adam Clayton Powell, chairman of the Education and Labor Committee.

The measure would allow unions to picket construction sites at which several contractors have work in progress, even though only one contractor is involved in a labour dispute. The National Labor Relations Board and the courts have held that such picketing was in violation of the Taft-Hartley law forbidding secondary boycotts.

### **Trade union institute opens in Mexico**

The American Institute for Trade Union Studies was opened recently in Cuernavaca, Mexico. The institution, established by the Inter-American Regional Organization of Workers (ORIT), western hemisphere of the International Confederation of Free Trade Unions, is designed to train union teachers who, upon returning to their own countries, will further labour education programs.

The trainees, from free labour organizations in Latin America and the Caribbean area, will receive intensive instruction in the technical, cultural, economic, political and social development of democratic trade unions.

Substituting for AFL-CIO President George Meany, Herman D. Kenin, President of the American Federation of Musicians of the United States and Canada, delivered one of the keynote addresses at the dedication of the Institute. Welcoming the "solidarity, mutual understanding and co-ordination that brought forth this college," Mr. Kenin noted that the most powerful weapons in the effort to achieve genuine social justice are truth and knowledge, and "to this end our joint efforts and this institute are dedicated."



# Legal Decision Affecting Labour

## Quebec Court of Queen's Bench (Appeal Side) rules that the Bell Telephone Company of Canada is not subject to the Quebec Minimum Wage Act

On October 28, 1965, the Quebec Court of Queen's Bench, allowing an appeal from a judgment of the Superior Court (Montreal) rendered by Mr. Justice Brossard (November 22, 1962), held that a telephone company (in this instance the Bell Telephone Company of Canada) which operates a telecommunications system and service across the Provinces of Ontario and Quebec with communication connecting with other telephone systems, and whose work has been declared in a federal law to be for the general advantage of Canada, fell into the class of subjects reserved for the exclusive legislative jurisdiction of the Parliament of Canada and is not subject to the Quebec Minimum Wage Act.

### Minimum Wage Levy

On November 22, 1962, the Superior Court, District of Montreal, maintained the action of the Quebec Minimum Wage Commission against the Bell Telephone Company of Canada for the sum of \$53,473.64, as the levy imposed by the Commission for the year 1959 on the Company as an employer "contemplated" by the Quebec Minimum Wage Act, being—as stated by the Commission by-law B-1, 1947—one-tenth of 1 per cent of the wages paid to the Company's employees purportedly governed by the ordinance of the Commission. The judgment of the Superior Court was appealed by the Company.

### Jurisdiction

Although action was taken for the recovery of the levy, the main issue before the Superior Court, as well as before the Queen's Court (Appeal Side), was whether the Bell Telephone Company is subject to the Quebec Minimum Wage Act, which is a provincial statute.

It was submitted to the lower Court, and accepted by the parties, that the Company exploits a telecommunications system and service across the Provinces of Ontario and Quebec with communication beyond connecting with other telephone systems, and that it has a number of employees located in different parts of Canada, some of whom do part of their work in the Province of Quebec and part outside.

The amount claimed by the Commission was solely in respect of salaries paid to employees working exclusively in the Province of Quebec. The Company has concluded collective bargaining agreements with its employees in virtue of the provisions of the Federal Industrial Relations and Disputes Investigation Act.

The Company appealed on the ground that its operations, consisting of an inter-provincial telecommunications system, fell within the exclusive legislative authority of the Parliament of Canada, and that therefore its labour relations were outside the scope of the provincial Act. The Commission contended, however, that since the exclusive jurisdiction of the federal Parliament over the works and undertakings of the Company did not extend to the fixing of minimum wages—which was a matter solely within the legislative authority of the Province—the Company was therefore subject to the levy.

In his reasons for judgment, Mr. Justice Hyde held that the Minimum Wage Act is within the competence of the provincial Legislature, coming under

Section 92 (13) of the B.N.A. Act, which affects property and civil rights.

Furthermore, he held that the levy upon the Company could clearly be supported under Section 92, para. 2 of the B.N.A. Act as direct taxation for provincial purposes.

On the other hand, he noted that the Company operates a telecommunications system falling within the exclusive legislative authority of the Parliament of Canada, having regard to the provisions of Section 91 of the B.N.A. Act, para. 29, by reference to the exclusions stated in para. 10 of Section 92, sub-paragraphs (a) and (c). These sub-paragraphs read as follows:

(a) Lines of steam or other ships, railways, canals, telegraphs, and other works and undertakings connecting the Province with any other or others of the provinces, or extending beyond the limits of the Province;

(c) Such works as, although wholly situated within the province, are before or after their execution declared by the Parliament of Canada to be for the general advantage of Canada or for the advantage of two or more of the provinces.

The effect of these exceptions in Section 92, para. 10, is to transfer the excepted categories from Section 92 to Section 91 of the Act over which the Parliament of Canada has exclusive jurisdiction.

In the opinion of Mr. Justice Hyde, where the federal and provincial Legislatures are each operating wholly within their respective exclusive jurisdictions, no problem will arise. But there is difficulty when there is overlapping of jurisdiction, as in the case at bar.

Relying on the judgment of Lord Tomlin in the Privy Council decision in

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By the staff of Legislation Branch, Department of Labour.

*Attorney-General for Canada v. Attorney-General for British Columbia*, 1930 A.C. 111 (The *Fisheries* case), Mr. Justice Hyde held that, as the subject matter of the Minimum Wage Act is one that comes directly within the power of the provincial legislature, the jurisdiction of the Parliament of Canada in the same general field must be considered as incidental or ancillary to the latter's powers in respect of its exclusive jurisdiction over works and undertakings of the nature carried on by the Company.

He further held that, in view of this overlapping of jurisdiction, the provin-

cial Act could apply to the Company and its employees if there were no conflicting federal legislation on the subject. In fact, various provisions of the Quebec Act were in conflict with the federal statutes in the field, and these parts were not severable without changing the character of the Act. Consequently, the Company was subject neither to the Quebec Minimum Wage Act nor to the levy.

Chief Justice Tremblay and Rinfret and Owen, J.J. held that the matter of minimum wages to be paid by the Bell Telephone Company comes within the

exclusive legislative authority of the Parliament of Canada and, consequently, the Quebec Minimum Wage Act had no application to the Company and its employees.

#### **Appeal Allowed**

The Court of Queen's Bench unanimously allowed the Company's appeal. *The Bell Telephone Company of Canada v. The Minimum Wage Commission* R.J. (1966) B.R., No. 4, p. 301; CCH, Canadian Labour Law Reporter, para. 14,123.

## Recent Regulations under Provincial Legislation

Alberta issues new orders governing vacation pay and general holidays in the construction industry

Ontario revises pension regulations

Quebec issues a policy order respecting Sunday work in pulp and paper mills

In Alberta, a new order governing vacation pay in the construction industry requires employers to give their employees vacation credits at the end of every regular pay period. A revised holiday order for the construction industry extends coverage to employees engaged in brush clearing operations.

Among other changes, new regulations under the Ontario Pension Benefits Act require pension plans to be reviewed every three years.

In Quebec, a new policy order permits Sunday work in pulp and paper mills operating at 90 per cent capacity, subject to certain conditions.

### **ALBERTA**

#### **Alberta Labour Act**

Two new orders governing vacation pay and general holidays in the construction industry, and an order governing hours of work and minimum wages in

the irrigation industry, were gazetted on May 14 and went into force on the date of publication. Another order gazetted the same day amended the daily guarantee provision of the general minimum wage order.

#### **Vacation Pay—Construction Industry**

The new order governing vacation pay in the construction industry (Alta. Reg. 157/66) applies to all employees in the industry except office workers, and also covers employees engaged in brush clearing operations.

Under the new order, an accumulated vacation credit system has been established for all construction workers, but the form is different from that previously in effect in the building construction industry. Instead of giving vacation credits in the form of stamps—the method used until January 1966—the employer must now give each employee vacation credits at the end of each regular pay

period. The vacation credits (4 per cent of the employee's regular earnings) are to be recorded in the employer's payroll at the end of each regular pay period.

At the prescribed time, the employee must be given an amount equivalent to his accrued vacation credits. If he is granted a vacation, he must receive his vacation pay the day before his vacation begins. If he has not been given a vacation in the preceding 12 months, the employee must receive the equivalent of his accrued vacation credits on December 31. An employee whose services are being terminated must receive his vacation pay on termination of employment.

#### **General Holidays—Construction Industry**

The new order governing holidays in the construction industry (Alta. Reg. 156/66), like the previous one again requires construction workers (except office



employees) to be paid holiday pay in lieu of the five general holidays provided for other employees.

The amount to be paid is 2 per cent of the employee's regular pay for the period of employment or the period since he was last paid such sum, whichever is the shorter. (This sum applies only to wages for work performed after June 30, 1965). This pay in lieu of holidays must now be given to an employee on December 31 each year or on termination of employment, whichever occurs first.

Another change is that the new order applies to employees engaged in brush clearing operations as well as to those in construction.

### **Irrigation Industry**

The new hours of work and minimum wage order for the irrigation industry (Alta. Reg. 155/66) applies to all permanent employees of irrigation districts who are paid on a monthly basis, except office workers.

It exempts these employees from the general hours and overtime standards to the extent of permitting them to work up to 9 hours in a day and 54 in a week at straight-time rates during the period April 1 to October 31 each year. Time and one-half the regular rate must, however, be paid for time worked in excess of these limits.

### **General Order**

The daily guarantee provision in the general minimum wage order has been amended. As before, it stipulates that, when any period of employment is less than four consecutive hours, the employee must receive at least four hours pay at the applicable minimum hourly rate; and further, that a meal period of one hour or less may not be counted as part of the four-hour period. The amendment provides that if an employer's establishment is open for business less than four hours in any day, the employee must be paid for all time worked.

### **Workmen's Compensation Act**

An amendment to the general regulations under the Alberta Workmen's Compensation Act (Alta. Reg. 146/66) provides that all government mining inspectors are *ex officio* inspectors under the Act, and are authorized to engage in accident-prevention activities on behalf of the Workmen's Compensation Board.

## **MANITOBA**

### **Apprenticeship Act**

In Manitoba, the industrial electrician trade, a subdivision of the electrical trade; and the industrial mechanic trade, a subdivision of the millwright trade, were designated as apprenticeable trades by a proclamation gazetted on March 12.

## **ONTARIO**

### **Pension Benefits Act**

New regulations under the Ontario Pension Benefits Act were gazetted as O. Reg. 103/66 on April 15, replacing regulations issued last year (188/65).

Among other changes of a technical nature, Section 2, which deals with employers' payments in respect of registered pension plans, has been expanded to include new provisions relating to payments and special payments.

The time limit for review of a registered pension plan has been changed. Every plan must now be reviewed and a report on costs must be filed not more than three years after registration and every three years thereafter. The previous regulation provided for a review within five years after registration and at five-year intervals thereafter.

A new provision designates who may administer the funds of registered private pension plans. It stipulates that, when the funds of a pension plan are not administered by a government, they must be administered under the Government Annuities Act (Canada) or by a life insurance company, a corporate trustee, individual trustees, or a society established under the Pension Fund Societies Act (Canada).

## **QUEBEC**

### **Quebec Minimum Wage Act**

The minimum wage order for the shoe industry (No. 7, 1965) has been amended with respect to hours of work and overtime.

The normal work week for most employees covered by the order remains 45 hours, and time and one-half the "going" rate is payable for all time worked in excess of the weekly limit. The normal work week for watchmen is now set at 60 hours. As before, foremen and assistant foremen have no regular work week, and are therefore not entitled to overtime.

The amending order, O.C. 751, was gazetted on May 7, 1966, and went into force on the date of publication.

A renewal order gazetted on the same date, O.C. 752, extended until May 1, 1967 the orders for the shoe industry; for sawmills, related enterprises and wrought wood shops; for forest operations; for hotels, restaurants, hospitals and real estate undertakings; and for municipal and school corporations; and the general vacation order (Orders, 7, 30, 39, 40, 41 and 3, respectively).

### **Policy Order on Sunday Work**

The Quebec Government has issued a policy order (O.C. 706) respecting Sunday work in pulp and paper mills.

In this order, the Government has adopted the recommendation of the Royal Commission that was set up in August 1964 to inquire into the observance of Sunday in pulp and paper mills, which submitted its unanimous report on March 28, 1966.

The policy adopted is that when all plants of a pulp and paper company in a product category are producing at 90 per cent of their normal capacity for six days, that company may operate on Sunday for as long as this condition continues, provided that the employees consent and that the public authority is not opposed.

The company and unions representing its employees must determine, by agreement, when 90 per cent capacity is reached, and the terms and conditions under which Sunday work will be carried on. The company may then operate on Sunday, but must immediately notify the Minister of Justice, who may intervene at any time to require proof that the exception from the Sunday observance law is justified.

In case of disagreement between the employer and the unions as to whether or not 90 per cent capacity has been reached, either party may make a submission to the Minister, giving the opinion of the other party. After inquiry, the Minister will decide the matter.

The new policy order went into effect on May 1, 1966.

### **Alberta's first woman Judge**

Mrs. Marjorie M. Bowker, a member of the Alberta bar since 1940, was recently appointed Judge of the Juvenile and Family Court.

Although Alberta has had two women magistrates—one, Emily Murphy, appointed in 1916 was the first woman magistrate in the British Commonwealth—this is the first time a woman has been appointed to the bench in that province.

## Placements in May decrease by 5.8 per cent compared with total for same month last year

Local offices of the National Employment Service reported 107,200 placements during May, a decrease of 5.8 per cent from May 1965. About two thirds of the decrease was in casual placements, i.e., those in which the duration of work is not expected to exceed six consecutive days.

The remainder of the decrease was mainly attributable to two factors. In Quebec Region, the demand for forestry workers was below normal for the period, owing to the retention for summer operations of many persons employed during the winter. Regular placements in construction were also down from May last year, chiefly owing to a decline in residential construction contracts in Ontario and Quebec.

The regional distribution of placements during May and percentage changes from May 1965 were:

Atlantic	8,600	-12.5
Quebec	24,900	-15.1
Ontario	37,000	- 8.3
Prairie	24,000	+ 6.4
Pacific	12,700	+ 7.9
CANADA	107,200	- 5.8

Regular placements in May this year totalled 80,600. Although this was 2.2 per cent below the figure for the corresponding period last year, the ratio of regular to total placements increased from 72.4 per cent in May 1965 to 75.1 per cent in May this year. With the exception of January 1966, this pattern has been consistent since April 1965.

The cumulative total of all placements for the first five months of 1966 was 439,900, a decrease of 1.8 per cent from the same period in 1965.

The regional distribution of the cumulative totals for the period January-May and the percentage changes from 1965 were:

Atlantic	31,500	- 4.8
Quebec	114,500	-12.9
Ontario	152,300	- 1.5
Prairie	86,100	+ 6.8
Pacific	55,600	+14.9
CANADA	*439,900	- 1.8

Placements of male workers amounted to 75,900, a decrease of 7.2 per cent from May 1965. Regional distribution of

monthly and cumulative male placements and percentage changes from 1965 were:

	May 1966		January-May 1966	
Atlantic	5,600	-13.6	22,000	- 3.7
Quebec	17,900	-18.5	82,300	-14.8
Ontario	25,700	-10.0	101,300	- 4.7
Prairie	17,800	+ 6.1	61,400	+ 9.7
Pacific	8,900	+10.8	40,300	+20.3
CANADA	75,900	- 7.2	307,300	- 2.5

Female placements totalled 31,300, a decrease of 2.3 per cent. This decrease was entirely in casual placements, since regular placements of women increased

by 1.8 per cent compared with May 1965. The distribution and percentage changes of female placements were:

	May 1966		January-May 1966	
Atlantic	3,000	-10.4	9,500	- 7.4
Quebec	7,000	- 5.0	32,100	- 7.8
Ontario	11,300	- 4.2	51,000	+ 5.5
Prairie	6,200	+ 7.5	24,700	+ 0.1
Pacific	3,700	+ 1.4	15,300	+ 2.6
CANADA	*31,300	- 2.3	132,600	- 0.3

Placements involving movement from one area to another (transfers-out) totalled 4,700, a decrease of 500 from May 1965. The proportion of such placements to all placements was 4.4 per cent, which was a fractional decrease from last year. The cumulative total of transfers-out, at 17,500, increased by 3.0 per cent compared with the January-May 1965 total. Transfers-out, by region, were:

	May 1966	Jan.-May 1966
Atlantic	300	1,400
Quebec	1,500	4,900
Ontario	1,200	5,000
Prairie	400	1,500
Pacific	1,300	4,600
CANADA	4,700	*17,500

\* Discrepancies are caused by rounding.

Employers notified the local offices of the National Employment Service of 143,700 job vacancies during May. This was a decrease of 4.5 per cent from May 1965. Vacancies for male workers totalled 97,500, a decrease of 5.6 per cent, which was due to factors already referred to under placements. Female vacancies totalled 46,200, a decrease of 2.1 per cent from May 1965.

The cumulative total of vacancies for the period January-May 1966 was 599,000. Although this was a decrease of 0.3 per cent from 1965, the figure was the second highest for the period since 1947, and was 10.9 per cent more than the January-May average of the previous five years.

By the staff of National Employment Service, Department of Manpower and Immigration.



## Claims for Jobless Benefits in April Decline by 84,000 from March Total

Claimants for unemployment insurance benefit on April 29 numbered 413,900, which was 84,000, or nearly 17 per cent, less than the total of 498,000 at the end of March. Males accounted for 90 per cent of this decline. At the end of April 1965, the total was 463,000.

About 80 per cent of the decline during April was accounted for by a drop in the number of regular claimants. Since claimants who exhaust regular benefit would at this time be eligible for seasonal benefit, the simultaneous decline in the number of seasonal claimants indicates that a substantial proportion of the claimants who withdrew from benefit did so because they had found employment.

### Initial and Renewal Claims

There were 119,900 initial and renewal claims during April, in comparison with 150,800 during April 1965. The total in March was 159,000. About 70 per cent of the April total represented separations from employment during the month, in comparison with nearly 75 per cent in March.

### Beneficiaries and Benefit Payments

The average weekly number of beneficiaries was estimated at 398,200 in April, 401,600 in March, and 435,300 in April 1965.

Benefit payments totalled \$37,500,000 in April, \$46,200,000 in March, and \$43,300,000 in April 1965.

The average weekly payment was \$24.76 in April, \$24.98 in March, and \$24.87 in April 1965.

The preceding statistics are taken from *Statistical Report on the Operation of the Unemployment Insurance Act*, published by the Dominion Bureau of Statistics. The statistics that follow are

A claimant's unemployment register is placed in the "live file" at the local office as soon as the claim is made. As a result, the court of claimants at any given time inevitably includes some whose claims are in process. Claimants should not be interpreted either as "total number of beneficiaries" or "total job applicants."

supplied by the Unemployment Insurance Commission.

### Insurance Registrations

Since the annual renewal of insurance books took place this year during May, the usual statistics on the number of insurance books and contribution cards issued to employees during April are not available.

Employers registered on April 30 numbered 345,785, an increase of 722 since March 31.

### Enforcement Statistics

During April, 8,573 investigations were conducted by enforcement officers across Canada. Of these, 5,856 were spot checks of claims to verify the fulfilment of statutory conditions, and 765 were miscellaneous investigations. The remaining 1,952 were investigations in

connection with claimants suspected of making false statements to obtain benefits.

Prosecutions were begun in 306 cases, 136 against employers and 170 against claimants\*. Punitive disqualifications as a result of false statements or misrepresentations by claimants numbered 610\*.

### Unemployment Insurance Fund

Revenue received by the Unemployment Insurance Fund in April totalled \$29,156,842.55†, compared with \$32,807,814.54† in March and \$26,498,308.44 in April 1965.

Benefits paid in April totalled \$37,513,959.68†, compared with \$46,156,729.13† in March and \$43,320,042.62 in April 1965.

The balance in the Fund on April 30 was \$132,011,635.05†. On March 31, it was \$136,789,471.39†, and on April 30, 1965 it was \$23,675,028.80.

## Decisions of the Umpire Under the Unemployment Insurance Act

Two decisions were rendered under the Unemployment Insurance Act by the Umpire, the Hon. Mr. Justice John D. Kearney of the Exchequer Court of Canada. The decisions were in cases CUB (Canadian Umpire Benefit) 2568 and 2579.

### CUB 2568

The claimant filed an application for benefit on June 28, 1965. She was registered as a sales clerk, and reported employment as such at the rate of \$1 an hour with . . . stores from September 17, 1962, to June 26, 1965. She said she was dismissed because of a reorganization and was available for work, preferably part-time.

On July 6, 1965, the local office asked her if she would accept full-time work or part-time work only.

The claimant said she preferred to work part-time only.

Replying to a request by the local office, her former employer stated that

the claimant had been employed on a full-time basis, 40 hours a week and five days a week.

On July 15 the claimant told the local office that she just wanted part-time work.

The placement officer commented that at present, the local office had no vacancies for sales employment and that opportunities for part-time employment were limited.

The insurance officer disqualified the claimant and suspended benefit from June 27, 1965, for as long as she failed to prove that she was available for work, as she had restricted herself to part-time employment for personal reasons (Section 54(2)(a) of the Act).

\* These do not necessarily relate to the investigations conducted during this period.

† Figures for March and April 1966 are subject to revision.

The claimant appealed to the board of referees stating:

... When I started to work at ... store in September 1962, I was hired on part-time ... I worked [part-time] till October 1964, when they asked me to work full time, and I accepted. When I applied for my claim I asked for part-time. ... As you know many stores hire part-time help. ...

The board of referees heard the appeal at Kingston on August 26, 1965. The board decided unanimously that the claimant had "failed to prove that she was available for work on June 27, 1965, and subsequently." The appeal was dismissed.

On October 23, the claimant sought leave to appeal to the Umpire. This was granted on the following grounds:

That since the hearing, the claimant has secured the part-time work to which she had restricted her employment, thereby providing some evidence that such work may have been available at the time she was disqualified.

It is recognized that the fact that a claimant finds work at a later date in spite of restrictions she had placed on her employment, does not necessarily prove availability at the time of disqualification. On this case, however, it is felt that the claimant should be permitted the opportunity to have her case assessed by the Umpire.

The claimant's notice of appeal reads:

I would like to have my case reopened. I was disqualified because I said I preferred part-time work. I think this was unjust. Knowing that many stores hire part-time help. I am now working part-time at ... store ... so I know it wasn't impossible to get part-time work. I hope you will reconsider and pay me what is justly due me.

Reason for delay in filing appeal. When I found out it was quite easy to obtain part-time work in ... as a sales clerk, I decided to appeal.

When I filed my claim on June 28, 1965, I stated I preferred part-time work. This was only a preference and I would have accepted full-time work as a sales clerk.

In a memorandum of November 19, the regional claims officer stated:

As requested in your memo of November 12, we have obtained the following information from the local office:

[The claimant] commenced work at ... stores on October 14, 1965, and is still working there. She was hired for

part-time work, 20-24 hours a week, although the employer states she placed no restrictions on days or hours when hired. Up to date, she has been working eight hours a day on Monday, Friday and Saturday.

In a letter to the Umpire, dated November 30, 1965, the claimant added:

... I would like to make it clear that I worked part-time at ... store, from September 17, 1962, till October 1964, then went on full-time.

### Considerations and Conclusions

In view of the jurisprudence established by the Umpire in past decisions, and more particularly in CUB 594, I do not think the fact that part-time work may have been available at the time the claimant was disqualified is an important factor in deciding the instant case.

Although the claimant worked for two years as a part-time clerk for her last employer, her most recent employment, for a period of about 10 months, was at full-time work. Under those circumstances, she cannot claim a "history of part-time employment" and consequently she ought to have held herself available for full-time work to be considered available within the meaning of section 54(2)(a) of the Act.

While the claimant now says she would have accepted full-time employment, she very definitely failed to make this clear in her replies to the local office. On the contrary, she said in her statement dated July 15, 1965, "I just want part-time."

As a consequence of the above and also after taking into account that the claimant has advanced no valid reason why she should restrict her availability to part-time employment, I decide to disallow the claimant's appeal.

### CUB 2579

The claimant was last employed for a federal government department as a painter at \$3.16 an hour, from June 1964 to January 15, 1965, and was laid off for lack of work. The employer gave the date of separation from employment as noon, January 20, 1965, and on the confirmation-of-separation form, the employer stated that the claimant had received, on his last working day, the sum of \$63.20 "holiday pay," from January 18, to noon January 20, 1965.

Section 20 of the Prevailing Rate Employees' General Regulations, 1963 reads:

Where an employee for any reason ceases to be employed in the Public Service after he has been in continuous employment for a period of six

months, his employment shall be deemed to terminate at the end of the period of vacation leave after he ceases to work equal to the unexpired vacation leave credits that accrued to him on the day he ceases to work.

The insurance officer determined that the holiday pay received by the claimant constituted earnings within Regulation 172.

The claimant appealed to the board of referees, stating:

... I was laid off from the Department of National Defence on January 15, 1965, where I had been employed as a casual painter (hourly paid). On January 15 I received pay up to, and including January 15 earnings.

I made a claim for unemployment insurance on January 18. I reported as unemployed to the Unemployment Insurance Commission on January 18, 1965.

Subsequently I received my annual holiday pay—net \$56.43, being 2 per cent of gross wages earned during the past few months. I do not believe that holiday pay, when paid upon termination of casual employment, is subject to the definition of earnings.

The insurance officer reported that:

a company personnel clerk stated the claimant was employed by the Department for over six months, and was therefore entitled to annual leave. Since the claimant had accumulated 20 hours, he was entitled to 2 per cent of his gross earnings. He added that the claimant's contract of service did not terminate until 12 noon, January 20, 1965.

The board heard the appeal at Vancouver on March 3, 1965, and gave the following unanimous decision:

The question involved is: Were earnings properly determined and allocated under Unemployment Insurance Regulations? Unemployment Insurance Regulation 172(1)(a) and 173(4) and (5).

The claimant appeared, together with his representative J. W. Fradley, Brotherhood of Painters and Decorators, Local 138, ... Vancouver, B.C. The facts as stated in the submission were not disputed. However, the additional information came out that the claimant was a casual employee and has not been, up to the time of the hearing, rehired by the Department of National Defence.



It was stated that the claimant was "sworn out" on Friday, January 15, 1965, and at that time took his tools with him.

According to the information the last day of work was January 15, but the Department of National Defence considered his "date of termination" to be January 20, 1965. It is noted that the Department of National Defence, for purposes of its own, had a termination pay policy.

In this case, the claimant, having worked a little over six months, was given "annual leave" with pay, but had he worked less than six months, he would have received additional pay in the amount of 2 per cent of his gross earnings. In this latter case, there is no question but that it would have been considered for the purpose of Unemployment Insurance as "holiday pay" within the meaning of the Act, and not determined as earnings.

To the board it has been established clearly that the claimant is a casual employee and the amount of money paid him (\$63.20) should be considered as holiday pay. Had the claimant worked less than six months, there would have been no dispute on this point, nor would it seem that if the Department of National Defence had declared the earnings as holiday pay, would there have been any dispute.

It seems that the insurance officer has taken the definition of the Department of National Defence in determining whether or not the money was annual leave or holiday pay.

In the opinion of the Board, the decision should have been made on the basis of the facts in relation to the provisions of the Unemployment Insurance Act, therefore we allow the appeal.

On April 30, 1965, the insurance officer appealed this decision to the Umpire. The notice of appeal reads, in part:

... The board erred in considering that the money received by the claimant was not earnings to be allocated to the period for which paid, January 18, 1965 to January 20, 1965. The board acknowledged that the claimant was placed on annual leave with pay. The board also declared that the facts of the case, reported in the submission, were not disputed; and the submission stated, among other things, that claimant's contract of service continued un-

til noon on January 20, 1965, and he was paid until that date. The fact that the situation could have been different if the claimant had not worked continuously for six months, is not pertinent in deciding the present case as it must be decided on the existing facts.

The money paid to the claimant for the two and a half days of his period of leave was properly determined as earnings by the insurance officer in accordance with Regulation 127(1) (b) as it was income arising out of the claimant's contract of service. These earnings do not come under the exception in Regulation 172(2)(g), since it was paid in respect of a period of employment while on actual holiday, whereas the exception applies to holiday pay given by reason of a separation from employment without actual holidays being given (CUB 2340). The claimant's earnings were properly allocated to the period for which payable in accordance with Regulation 173(6) (CUBs 2197, 2340) . . . .

In a letter, the claimant's union commented in part:

We believe that the determination of the board of referees was correct, in that the internal accounting manipulations, or holiday procedures of the employer should not be a factor that determines the interpretations of "earnings" under the Unemployment Insurance Act, and as applicable to annual holiday pay. The principle of not assessing holiday pay given to "temporary workers" upon lay-off has been well established under Regulation 172(2)(g).

The claimant's actual separation took place on Friday, January 15, 1965 by having been officially laid off and "sworn out" by the proper army authorities, and therefore, having no rights of an employee thereafter. The setting aside of 20 hours' holiday pay is nothing more than internal book-keeping of that particular Department of the federal Government, and should not be considered in applying Unemployment Insurance Commission regulations.

Granting of annual holidays similar to those dealt with under "CUB 2340" carries with it employee's rights to employment during such holidays and subsequent to such holidays; this is not the case before us under this claim. The crux of the claim is that the employee's service ended both in the

practical aspects and the legal termination of services on January 15, 1965.

The hearing requested by the Union was held by the Umpire.

### Considerations and Conclusions

The question to be decided is whether the claimant, a painter employed by a government Department and covered by the Prevailing Rate Employees General Regulations 1963, was separated from that employment on January 18, 1965, or on January 20, 1965, at noon.

Exactly the same question has been dealt with in many previous decisions (the most recent being CUBs 2554 and 2555). It was decided in those cases that the contract of service does in fact continue until the end of the claimant's vacation period.

The result is that the holiday pay received by the claimant on his last day of work, becomes a payment for holidays actually granted, and that holiday pay was properly allocated by the insurance officer under Regulation 173(6).

In spite of the extremely able arguments advanced by the claimant's solicitor, I see no reason to change the established jurisprudence.

As a consequence, I decide to allow the insurance officer's appeal.

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## ILO Conference

*Continued from page 444*

In the resolution concerning workers' participation in undertakings, the conference invited the Governing Body:

- (a) to undertake a study of the various methods currently used throughout the world to enable workers to participate in decisions within the undertakings;
- (b) to consider, within the framework of the workers' educational programs, the convening of international seminars to discuss the problems involved and exchange views and experiences; and
- (c) to consider the placing of this question on the agenda of a future session of the conference.

# Canadian Railway Office of Arbitration Releases Decisions in Three Disputes

Three separate disputes involving vacation pay rates, overtime before a general holiday, and non-payment of living accommodation were dealt with by the Canadian Railway Office of Arbitration at hearings in Montreal on June 13, 1966.

The one-man tribunal of Magistrate J. A. Hanrahan disallowed two of the claims.

The three claims and the award of the arbitrator in Cases Nos. 37, 38 and 39 were:

## CASE NO. 37

Dispute between the Canadian Pacific Railway Company (Prairie Region) and the Brotherhood of Railroad Trainmen over claims submitted by two yard foremen concerning vacation pay rates.

The company insisted on paying two vacationing yard foremen at the holiday pay rate of yard helpers because months before they had both taken part of their vacations while they were still yard helpers. In the interim they had been promoted to yard foremen, and at the time of their second vacation expected to be paid at yard foremen's pay.

The two claims were submitted on the basis of an article of the Yard Rules stating: "An employee will be compensated for vacation on the basis of the service to which he was assigned at the time of taking his vacation."

"Questions and Answers" attached to this article explained the word "assigned" as "the classification in which the last service was performed prior to taking vacation except where employees are only intermittently employed on yardmaster's positions . . ." The statement said also that employees entitled to one or two weeks vacation must take it in a continuous period. An employee who was entitled to three or four weeks vacation could take his vacation in two portions, provided that it was at no additional expense to the company.

The company was refusing payment on the grounds that when a vacation period was allowed in two portions, the second portion was a continuation of the first and should be paid at the same rate.

The brotherhood maintained that the second portion of a vacation was not a continuation of the first portion, that "to continue" is "to carry on without interruption."

The company spokesman urged that the applicable provisions had been misinterpreted. He stressed that if a yard helper divided his vacation period and was promoted in the meantime, then the higher rate for the latter classification represented "an additional expense to the company." He said that the word "assigned" referred to the classification in which the last service was performed prior to taking a vacation, and argued that two portions of a whole vacation equalled one vacation.

The arbitrator was not convinced that the word "vacation" necessarily meant a combination of two leaves taken months apart. He was dubious also about the company's interpretation of the words, "an additional expense to the company." He agreed with the spokesman for the union who had suggested that the words could apply if a spare yardman had to be paid for deadheading to a particular distant point to relieve a yardman going on vacation; naturally the company would then oppose the double costs of deadheading twice to permit a yardman to take his vacation in two portions.

The arbitrator believed that the provision as it then stood was vague, ambiguous and open to different interpretations. Past practice could shed some light on the meaning of obscure words, he said, but if a contract is clear and unambiguous but misinterpreted, past practice would not make allowances for this in the future. He believed that the provision could be interpreted to support

the respective contentions of both parties, and for this reason the claims were allowed.

## CASE NO. 38

Dispute between the Canadian Pacific Railway Company (Atlantic Region) and the Brotherhood of Railroad Trainmen over application and interpretation of an article concerning general holidays.

The company reduced claims submitted by a crew on passenger assignment by the mileage that represented overtime prior to a general holiday.

Railway employees in the running trades did not receive premium pay for statutory or general holidays until the Canada Labour (Standards) Code came into effect on July 1, 1965. When the railways complained of the difficulty in calculating wages for the general holiday, a regulation was affixed to the Code: "If an employee's hours of work differ from day to day, or if his wages are calculated on a basis other than time, the wages he would have earned at his regular rate for normal hours of work may be deemed to be:

- (a) the average of his daily earnings exclusive of overtime worked in the four-week period immediately preceding the general holiday, or
- (b) an amount agreed upon under or pursuant to a collective agreement."

Recognizing the controversial aspects of subsection (a), the parties decided to use subsection (b), and an agreement on September 1, 1965 provided that a conductor, baggageman or brakeman would be paid an amount equal to his earnings, exclusive of overtime, for the time worked prior to the general holiday. If the amount was less than 150 miles of passenger service, the equivalent would be paid.

Before negotiations were completed, a spokesman for the brotherhood informed



the Department of Labour that both railways were insisting that overtime be excluded when determining the amount of wages dues. The union contended that when overtime is paid for at a premium rate of at least one and a half times the regular rate, it should be excluded. But when overtime is paid at straight-time rates, it should be included in calculating an employee's eligibility for a general holiday, even if it occurred during a four-week shift period or just prior to the general holiday.

The representative for the union claimed that during negotiations it was to the mutual advantage of the parties to incorporate the principles of the Act into the language of the collective agreement. A determining factor was the last tour of duty worked prior to the general holiday. Wages "exclusive of overtime" was a term incorporated into the agreement, and each party placed a different interpretation on the meaning of the words.

When the agreement was signed, the union forwarded a letter to the officials of both railways emphasizing that "overtime" in the context of the agreement of September 1 was only that time paid for at a rate of at least one and a half times the regular rate.

The claim deals with a passenger assignment operating in short turnaround service. The crew was scheduled for 12 hours and 35 minutes duty, but an additional 40 minutes had to be added because they were required to report 30 minutes in advance to clear their trains from the mainland.

The spokesman for the union maintained that the crew's normal workday averaged 13 hours and 15 minutes. He contended that the intention and principle of the General Holiday Code was to ensure that an employee who was not working on a general holiday would receive "wages he would have earned at his regular rate of wages for his normal hours of work." This would mean that the term "exclusive of overtime" would refer to time worked over and above the normal hours worked on the assignment.

The company spokesman insisted that there was no ambiguity in the provision of the mutual agreement made on September 1, 1965, and that the language of the agreement must govern. He pointed out that on the last tour of duty preceding the holiday, the crew reported for duty at 6:05 a.m. and completed their trip at 7:10 p.m. After 3:05 p.m. they

were paid on overtime basis as provided in Article 2 of the collective agreement that was not amended on September 1, 1965. It provides that "trainmen on short turnarounds shall be paid overtime for all time actually on duty or held for duty in excess of eight hours." A subsection of this article indicates that "overtime shall be computed for each employee on the basis of actual overtime worked, or held for duty at the following rates per hour . . ." The company said that the crew was paid on the basis of Article 1 defining a basic day as being 150 miles or less.

The arbitrator noted that, because Article 2 was not amended by deleting all reference to overtime and the term "exclusive of overtime" not qualified in the agreement of September 1, 1965, the parties mutually agreed that those not working on a general holiday should be paid "exclusive of overtime" at the regular rate of pay. They decided the payment was deemed to be, according to the regulation affixed to the Code, "an amount agreed upon under or pursuant to a collective agreement."

The arbitrator believed that "overtime," as contained in Article 2 of the agreement, remains an existing factor in the calculation of regular wages, and that wages received for a general holiday not worked would be separate. The arbitrator contended that to read anything additional into the provision would be using arbitration as a means of extending the agreement instead of interpreting and applying its existing provisions. For these reasons, he found that there had been no violation of the terms of the agreement in the holiday payment made to the crew.

The claim was therefore disallowed.

### CASE NO. 39

Dispute between the Canadian National Railway Company (Mountain Region) and the Transportation-Communication Employees' Union over non-payment of living accommodation expenses at the expiration of a three-month period.

On June 7, 1965 an agent-operator was the successful applicant for a temporary dispatcher position in Alberta. He started work on June 17, 1965 but, before completing the assignment, was again the successful applicant for another temporary position as a dispatcher in British Columbia.

He was paid expenses for living accommodation for 68 days while employed in the first position and for 27 days in the second. The company stopped paying for his accommodation on the basis of an article of the agreement that states: "Relief dispatchers assigned by bulletin to temporary vacancies of 60 days or more will be allowed \$3.50 a day expenses for living accommodation up to but not exceeding three months that such accommodation is required away from their headquarters . . ."

The union argued that when the man started his second assignment, he was entitled to another three-month period of living allowance.

The company spokesman stressed that not only was the dispatcher not entitled to any further allowance, but he had been paid in error for the total of 95 days. He based his reasoning on a second article of the agreement which states that relief dispatchers "will only be entitled to relief work in the office in which they were appointed as relief dispatchers . . ." He contended that because the temporary dispatcher had sought employment in another area without the company asking him to do so, the wording of the first article obligating the company to pay for his accommodation was not applicable.

A relief dispatcher was said to be an employee appointed to learn the skills of a dispatcher. If he qualifies, he is granted seniority as a dispatcher and is entitled to perform relief work. The company pointed out that the temporary dispatcher was not a relief dispatcher when he started working in Alberta or British Columbia.

The arbitrator agreed that the company was not obliged to provide accommodation, because the grievor had changed positions on his own initiative. Conversely, the first article indicated the company's willingness to provide for accommodation when "requiring" a relief dispatcher; but the arbitrator was convinced that its purpose was to make enforced transfer easier for the employee.

He recommended that the contract be clarified as to whether a combination of three-month periods is allowed by the existing provision. There was nothing to stipulate the course to be taken if the company required a relief dispatcher for two or more continuous assignments extending beyond three months.

The claim was therefore disallowed.

# Publications Received in The Department of Labour Library

The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed by making application to the Librarian, Department of Labour, Ottawa. Students must apply through the library of their institution. Applications for loans should give the number (numeral) of the publication desired and the month in which it was listed in the LABOUR GAZETTE.

## AMERICAN STATISTICAL ASSOCIATION

1. AMERICAN STATISTICAL ASSOCIATION. BUSINESS AND ECONOMIC STATISTICS SECTION. *Proceedings, 1965. Papers presented at the annual meeting of the American Statistical Association, Philadelphia, Pennsylvania, September 8-11, 1965, under the sponsorship of the Business and Economic Statistics Section.* Washington [1966?] Pp. 431. Partial Contents: The Great Society and statistics (Part 1): the statistical problems of poverty. The Great Society and statistics (Part 2): education and the economy. The Great Society and statistics (Part 3): welfare and social insurance. The economic outlook. Developments in productivity measurement and analysis. Statistical refinement of the concept of inflation. What will happen to stock prices? Job vacancy measures and other new developments in labor market data. What's left of the business cycle. The 1963 Census of Business: a market analysis tool.

2. AMERICAN STATISTICAL ASSOCIATION. SOCIAL STATISTICS SECTION. *Proceedings, 1965. Papers and Discussions presented at the 125th Annual Meeting of the American Statistical Association, Philadelphia, Pennsylvania, September 8-11, 1965, under the sponsorship of the Social Statistics Section.* Washington, American Statistical Association [1966?] Pp. 287.

Some of the topics discussed were statistics in criminology, measurement and handling of education statistics, human resources and advanced education, statistics on the aged, labour force statistics, recent developments in sampling, etc.

## ANNUAL REPORTS

3. BRITISH COLUMBIA. DEPARTMENT OF LABOUR. *Annual Report for the Year ended December 31, 1965.* [Victoria? Queen's Printer, 1966] Pp. 104.

4. CENTRAL MORTGAGE AND HOUSING CORPORATION. *Twentieth Annual Report, 1965.* Ottawa, 1966. Pp. 30.

Text in English and French, the latter inverted and with special title page.

5. MANITOBA. DEPARTMENT OF LABOUR. *Annual Report, 1965.* Winnipeg, 1966. Pp. 80.

6. MANITOBA ECONOMIC CONSULTATIVE BOARD. *Third Annual Report. March 1966.* Winnipeg, 1966. Pp. 105.

Reviews economic conditions during the calendar year 1965. Partial Contents: Current economic review. Outlook for 1966. Population changes and economic growth. Technological change and growth. The natural resource potential. Manpower implications of new technology. Expenditures on education.

7. NEW BRUNSWICK. CIVIL SERVICE COMMISSION. *Twenty-first Annual Report for the Fiscal Year ending March 31, 1965.* [Fredericton, 1966?] Pp. 35.

8. NOVA SCOTIA. CIVIL SERVICE COMMISSION. *Report for the Year ending March 31, 1965.* Halifax, Queen's Printer, 1965. Pp. 13.

9. NOVA SCOTIA. WORKMEN'S COMPENSATION BOARD. *Report for 1965.* Halifax, Queen's Printer, 1966. Pp. 35.

10. PRINCE EDWARD ISLAND. DEPARTMENT OF WELFARE AND LABOUR. *Tenth Annual Report for the Fiscal Year ended March 31st, 1965.* [Charlottetown, 1966?] Pp. 43.

## AUTOMATION

11. NORTH AMERICAN JOINT CONFERENCE ON THE REQUIREMENTS OF AUTOMATED JOBS AND THEIR POLICY IMPLICATIONS, WASHINGTON, D.C., 1964. *The Requirements of Automated Jobs; North American Joint Conference, Washington, D.C., 8th-10th December 1964. 1. Final report; 2. Supplement.* Paris, OECD, Manpower and Social Affairs Directorate, Social Affairs Division, 1965. Pp. 99, 451.

At head of title: International seminars, 1964-3.

This conference was sponsored by the Manpower and Social Affairs Directorate of the Organization for Economic Co-operation and Development and held in collaboration with the federal Departments of Labour in both Canada and the U.S. Representatives of North America trade unions, management, government and universities explored the economic and social effects of automation.

The final report contains a summary report of the Conference, and various addresses. The supplement contains individual reports by participants and a summary of floor discussions. There are six general headings under which the talks are arranged: 1. The economic setting of automation; 2. The impact of automation on occupational employment patterns, job content, and working conditions; 3. Facilitating worker adjustment to technological change; 4. The adjustment process for individuals; 5. The contribution of education and training to worker adjustment to technological change; and 6. Conclusions and implications.



## BUSINESS

12. NATIONAL INDUSTRIAL CONFERENCE BOARD. CANADIAN OFFICE. *Business Outlook in Canada, 1966; a Discussion by the Conference Board's Canadian Economic Forum held in Montreal, October 15, 1965*. Montreal, c965. Pp. 57.

The Economic Forum considered such matters as exports, capital spending, Government spending and fiscal policy, consumer spending, balance of payments, and capital markets and monetary policy.

13. NATIONAL INDUSTRIAL CONFERENCE BOARD. *Measuring Company Productivity; Handbook with Case Studies*, by John W. Kendrick and Daniel Creamer. [Rev. ed.] New York, 1965. Pp. 120.

Contents: Uses, concept and meaning. Basic measurement problems. Output and intermediate input estimating problems. Labor and capital input estimating problems. Six case studies.

14. TORONTO. UNIVERSITY. COMMERCE CLUB. *The Commerce Journal, 1965*. Toronto, 1965. Pp. 75.

Partial Contents: Responsibilities of the large corporation to the community. Role and place of additional chartered banks in the Canadian economy. Management reporting—heart of the communications system. The St. Lawrence Seaway.

15. U.S. SMALL BUSINESS ADMINISTRATION. *Management Aids for Small Manufacturers, Annual No. 11*. Edited by Jean B. MacArthur, Washington, GPO, 1965. Pp. 103.

Partial Contents: Sound objectives help build profits. Checking your management methods. Buying and selling a patent. Help on industrial relations problems. Business life insurance. Sole-proprietorship life insurance. Partnership life insurance. Depreciation guidelines.

16. U.S. SMALL BUSINESS ADMINISTRATION. *Small Marketers Aids Annual No. 7*. Edited by Jean B. MacArthur. Washington, GPO, 1965. Pp. 95.

Partial Contents: Are you selling to today's customers? Understanding why they buy. Can you afford installment selling? Handling the problem employee. Direct mail advertising for small retailers. Managing women employees in small business. Checklist for going into business.

## ECONOMIC CONDITIONS

17. ALBERTA. DEPARTMENT OF INDUSTRY AND DEVELOPMENT. INDUSTRIAL DEVELOPMENT BRANCH. *Survey of Lacombe*. Rev. August 1965. [Edmonton, 1965?] Pp. 18.

18. ATLANTIC PROVINCES ECONOMIC COUNCIL. *Defence Expenditures and the Economy of the Atlantic Provinces*. Halifax, 1965. Pp. 23.

19. DEUTSCH, JOHN J., Ed. *The Canadian Economy: selected Readings*. Rev. ed. [Edited by] John J. Deutsch [and others] Toronto, Macmillan, 1965. Pp. 518.

The 33 chapters in this book fall under eight headings: Pt. 1. National income and employment; Pt. 2. Policies for economic stability; Pt. 3. Federal-Provincial fiscal relations; Pt. 4. Maintaining competition; Pt. 5. Agricultural policy; Pt. 6. Labour and industrial relations; Pt. 7. Foreign trade, the balance of payments, and the Canadian dollar; and Pt. 8. Growth and development.

20. HARVEY, ANDREW SYDNEY. *The Economic Base of Digby County, Nova Scotia*. Halifax, Institute of Public Affairs, Dalhousie University, 1965. Pp. 61.

"The economic base of a region consists of those industries or segments of industries which supply a market external to the region." In this study, the author examines the basic sources of income and employment in Digby County.

21. ORGANIZATION FOR ECONOMIC CO-OPERATION AND DEVELOPMENT. *Economic Surveys: Canada*. Paris, 1965. Pp. 35.

Reviews economic conditions in 1964 and 1965 and discusses prospects for 1966; considers the balance of payments situation; and reviews the policy measures taken during 1964 and 1965 and policy problems likely to arise in 1966.

22. UNITED NATIONS. ECONOMIC COMMISSION FOR EUROPE. *Economic Survey of Europe in 1962. Part 2. Economic Planning in Europe*. Geneva, [1965 i.e. 1966] 1 vol. (various pagings)

## ECONOMIC COUNCIL OF CANADA

The following six papers were prepared for the Conference [on] Productivity Through New Technology, held in Toronto in May 1965, and published by the Queen's Printer in 1965 and 1966 for the Economic Council of Canada.

23. BROWN, JAMES A. *Improving Material Movement through the Manufacturing Cycle . . .* by James A. Brown [and] B.D. Beamish. Pp. 67.

Contents: Movement of raw materials and finished goods. Warehousing. In-plant handling. Organization and facilities planning. Handling at the work place.

24. CLOUGH, DONALD J. *A Practical Approach to Automatic Production . . .* by D. J. Clough, J. W. Abrams [and] R.W.P. Anderson. Pp. 51.

Contents: What is automation. How to go about mechanization. Factors to consider. Conclusions.

25. EDGE, C. G. *The Economic Justification of New Equipment*. Pp. 93.

Partial Contents: Choice of method of evaluating economics of projects. Estimating equipment costs and future benefits. Administering the programmes. Examples of project appraisal.

26. FISCH, GERALD GRANT. *Modern Management*. Pp. 47.

Contents: Some preliminary considerations. The new management tools. Some final considerations.

27. GELLMAN, H.S. *Practical Application of Data Processing in Small and Medium Manufacturing Companies . . .* by H. S. Gellman [and] R. C. Carroll. Pp. 97.

Contents: Description of automatic data processing systems. How automatic data processing can be used in manufacturing companies. How automatic data processing is used in manufacturing companies in Ontario. Observations.

28. VANDE VEGTE, JOHN. *Advances in Metal Working*. Pp. 91.

Contents: The numerical control of machine tools. Developments in cutting and forming. Improving the productivity and versatility of machine tools.

## INTERNATIONAL LABOUR ORGANIZATION

29. INTERNATIONAL LABOUR CONFERENCE. 49th, GENEVA, 1965. *Record of Proceedings*. Geneva, International Labour Office, 1965. Pp. 767.

30. INTERNATIONAL LABOUR OFFICE. *Examination of Grievances and Communications within the Undertaking*. Seventh item on the agenda. Geneva, 1965-1966. Two volumes.

At head of title: Report 7(1)-(2) International Labour Conference. 50th Session, Geneva, 1966.

Part 1 outlines law and practice in different countries and contained a questionnaire to be completed by member governments. Part 2, prepared on the basis of replies to the questionnaire, contains proposed conclusions.

31. INTERNATIONAL LABOUR OFFICE. *Labour faces the New Age; Purposes, Structure and Work of the I.L.O.; a Workers' Education Manual*. Geneva, 1965. Pp. 227.

Tells what the ILO is and what it does and mentions some of the projects on which the ILO is working.

## LABOUR LAWS AND LEGISLATION

32. U.S. BUREAU OF LABOR STANDARDS. *State Child Labor Standards; a State-by-State Summary of Laws affecting the Employment of Minors under 18 Years of Age*. Revised September 1965. Washington, 1965. Pp. 399.

33. WEDDERBURN, KENNETH WILLIAM. *The Worker and the Law*. [Middlesex, Eng.] Penguin Books [1965] Pp. 368.

An account of the development and current state of labour law in Great Britain.

## LABOUR ORGANIZATION

34. BRITISH COLUMBIA FEDERATION OF LABOUR. *Proceedings, 10th Annual Convention, Vancouver, B.C., November 1 to 5, 1965*. Vancouver, 1966. One volume (various pagings).

35. NATIONAL MARKETING LIMITED, MONTREAL. PERSONNEL SYSTEMS DIVISION. *Union Training Program for Shop Stewards and Committee Men; a Programmed Instruction Course*. Montreal, c1965. One volume (unpaged).

## LABOUR SUPPLY

36. NOVA SCOTIA. DEPARTMENT OF LABOUR. ECONOMICS AND RESEARCH DIVISION. *The Nova Scotia Labour Force: Industry, Occupation, Earnings, Employment*. [Halifax, 1965] Pp. 25.

"The . . . tables [in this pamphlet] form a compilation of the more important information in the 1961 Census relating to the Nova Scotia labour force."

37. ORGANIZATION FOR ECONOMIC CO-OPERATION AND DEVELOPMENT. *National Rural Manpower; Adjustment to Industry; Analysis of Policies and Programs*, by G. Beijer. Paris, 1965. Pp. 116.

Annexes: Summary of reports by I. Erixon and E. Dimi-tras on practical policies and programmes for national rural manpower.

Contains a summary of current knowledge on the adjustment of rural workers to non-agricultural occupations, proposals for action, conclusions and recommendations, and a summary of reports from eleven countries on practical policies and programs for national rural manpower.

## LABOURING CLASSES

38. GREAT BRITAIN. NATIONAL BOARD FOR PRICES AND INCOMES. *Pay and Conditions of Service of British Railways Staff (Conciliation, Salaried and Workshop Grades)*. London, HMSO, 1966. Pp. 48.

This booklet outlines the background of wage negotiations between British railways and their staff, considers railway union wage claims and the British Railways Board's offer, and suggests ways for determining wages and salaries in the future.

39. LABOUR COLLEGE OF CANADA. *Report of the Third Term of the Labour College of Canada, May 10-July 23, 1965*. Montreal, 1966. Pp. 32.

Text in English and French.

## MANAGEMENT

40. INDUSTRIAL RELATIONS COUNSELORS, INC. *Computer Technology—Concepts for Management. Papers presented at a Symposium conducted by Industrial Relations Counselors, Inc. held at Greenwich, Connecticut, May 7-8, 1964*. New York, 1965. Pp. 120.

Contents: The automation age. How automation affects the white collar clerical employee. Notes on management in a computerized age. Middle management, the organization and computer technology. Corporate structure in the age of technological innovation. Simulation and symbolic models. The problem of leisure time in an industrial society.

41. INTERNATIONAL LABOUR OFFICE. *The Enterprise and Factors affecting its Operation*. Geneva, 1965. Pp. 193.

This is the first volume in the ILO's Introduction to Management Series.

Contents: The anatomy of enterprise. The operational activities. The preparation group of operational activities. The action group of operational activities. The financial frame. People are the enterprise. Economic and political factors affecting operation. Technological and social factors affecting operation. Inherent characteristics affecting operation.

## PENSIONS

42. BUREAU OF NATIONAL AFFAIRS, WASHINGTON, D.C. *Pensions and Profit Sharing*, by Herman C. Biegel [and others] 3d ed. Washington, BNA, 1964. Pp. 283.

Contents: Features of Present-day Pension Plans. Tax Aspects of Pension Plans. Financing a Pension Plan. Pension Costs and Cost Experience. Deferred Profit-sharing Plans. Bargaining on Pensions. Administration of Pension Plans. How to achieve Maximum Return on Pension Cost.

43. CANADA. DEPARTMENT OF NATIONAL HEALTH AND WELFARE. *The Canada Pension Plan*. [Ottawa, Queen's Printer, 1965] Pp. 38, 41.

English and French, the latter reversed with separate title page.

## MISCELLANEOUS

44. CANADA. PARLIAMENT. SENATE. SPECIAL COMMITTEE ON AGING. *Final Report, 1966*. Ottawa, Queen's Printer, 1966. Pp. 194.

"1st session, 27th Parliament, 14-15 Elizabeth II, 1966."

Appendix: "List of printed proceedings and witnesses in order of appearance", p. 191-194.

Senator David Croll, chairman.

Contains the Committee's findings and recommendations. The Committee made recommendations on economic security, employment opportunities, health services and health care, housing for older people, community services for older people, research on aging, and planning and co-ordination of activities relating to older people.

45. EASTON, DAVID. *A Systems Analysis of Political Life*. New York, Wiley [1965] Pp. 507.

The author, Professor of Political Science at the University of Chicago, outlines a theory for the study of political systems.



46. INDUSTRIAL RELATIONS RESEARCH ASSOCIATION. *Proceedings of the 1965 Spring Meeting, Buffalo, New York, May 3 and 4, 1965*. Edited by Gerald G. Somers. Chicago Commerce Clearing House, inc., 1965. Pp. 452-513. Reprinted from Labour Law Journal, August 1965.

The topics discussed at the Spring Meeting included equal employment opportunities, unemployment, unionism and political activity, and a general review of the role of the behavioral sciences in analyses of collective bargaining.

47. LEVITAN, SAR A. *Programs in Aid of the Poor*. Kalamazoo, Mich., W.E. Upjohn Institute for Employment Research, 1965. Pp. 59.

The author summarizes and appraises existing anti-poverty programs and suggests new programs for the next four years.

48. MARCEAU, LEROY. *Drafting a Union Contract*. Edited by Raymond E. Bjorkback. Boston, Little, Brown, 1965. Pp. 321.

The author, a labour law counselor with experience as a legislative draftsman, tells how to put a union contract in

writing for the bargaining parties. He proceeds step-by-step to outline a union contract.

49. NATIONAL INDUSTRIAL CONFERENCE BOARD. *Expenditure Patterns of the American Family*. Fabian Linden, ed. New York, 1965. Pp. 175.

"Prepared by the National Industrial Conference Board. Sponsored by *Life*. Based on a survey conducted by the United States Department of Labor [Bureau of Labor Statistics in connection with the revision of the Bureau's Consumer Price Index]"

"This volume provides consumer expenditure information for approximately 700 individual products and services, according to eleven different family characteristics."

50. U.S. BUREAU OF EMPLOYMENT SECURITY. *Training Reference Manual for Job Analysis*. Interim revision, May 1965. Washington [GPO, 1965] Pp. 91.

51. U.S. WOMEN'S BUREAU. *Future Jobs for High School Girls*. Rev. ed. [Washington, GPO, 1965] Pp. 67.

"Includes up-to-date information on job opportunities, training programs, loans, and scholarships."

## C. Ross Ford Retires

*Continued from page 426*

trade schools receiving financial assistance under the Technical and Vocational Training Assistance Act of 1961.

"I believe that one of my greatest satisfactions was the general acceptance by the provinces of technical and vocational training as a federal program rather than a provincial one," Dr. Ford said.

Since 1961, the sum of \$1,102,000, 000 has been spent on buildings and equipment for vocational and technical training. In this time, Dr. Ford had supervised the spending of \$700 million in federal funds for this purpose.

In recognition of his distinguished contribution to education in Alberta and across Canada, Dr. Ford received an honorary Doctor of Laws degree at the 53rd annual spring convocation of the University of Alberta in 1963. He also delivered the convocation address to the faculty and students and their guests at the Jubilee Auditorium in Edmonton.

Dr. Ford received his elementary education in a typical "little red school house" in the Hanover, Ont., area. At the end of grade eight, he entered the work world where he remained for eight years. While working on a ranch near Didsbury, Alta., he decided to go to high school, and after graduation he received teacher training at Calgary Normal School. After teaching two years in a rural school he returned to Didsbury High School as its principal, a post he held for 14 years.

During the time he was a high school principal, he attended summer school at Bradley University, Peoria, Ill., where he received his Bachelor of Science degree, having majored in industrial arts and

vocational education. He then took his Master of Arts degree at the University of Minnesota, majoring in technical and vocational education.

His last teaching assignment was as an instructor in a machine shop in the Edmonton Technical School. From here he went on to become the Superintendent of Schools, Edson and Coalbranch School Division, a position he held for six years.

Dr. Ford came to Ottawa in 1948 as Supervisor, Technical Education, Vocational Training Branch, Department of Labour. In 1952 he was appointed Assistant Director of the Branch, and in May 1958, he became Director. (The name of the Branch has since been changed to Technical and Vocational Training Branch).

He will be succeeded by Roy H. MacCuish, Assistant Director of the Branch.

## CMA Meeting

*Continued from page 437*

need for the development of techniques and data by which its effect could be measured on an industrial basis.

### DR. JOHN K. GALBRAITH

Dr. John Kenneth Galbraith, Professor of Economics at Harvard University, the speaker at the annual CMA dinner, said that in the past two decades the main concern of both the United States and Canada had been to insure the greatest possible growth in economic output. This was a reaction to the miseries of the Thirties, he said.

"The test of failure has been the amount of unemployment; the measure

of success has been the annual increase in the Gross National Product."

It was not that high production and low unemployment were no longer important issues, he said. "It is only that we now have them. And it cannot be the highest function of the modern statesman to work avidly to accomplish what has already been done."

He said that economic growth could not solve all social problems. It did not help "those who, because of educational disadvantage, early environment, location, health, age, family situation, mental retardation or racial discrimination, are unable to participate fully in the economy in its gains."

### Guaranteed Income

Dr. Galbraith believes that the time has come in both countries for a guaranteed minimum level of income for those who find it impossible to earn enough for decent survival.

"Most of the men and women who now survive on inadequate income would work if they could," he said. "Idleness is less coveted as a career than most well-to-do people imagine."

He stressed that although income is made available to the indigent, it is subject to various means tests that are costly to administer and an affront to human dignity. "Often also they have the worst of effects on incentives, for a small job means a large loss in welfare payments."

There was no single solution to the problem of poverty, he said, but "a community that provides really superior schools from the earliest kindergarten, and allows the pupil at public expense to go as far as his abilities allow, will not have many people that are very poor."

# Statistics Section

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## A—Labour Force

**TABLE A-1—Regional Distribution Week Ended May 21, 1966**

	<i>Canada</i>	<i>Atlantic</i>	<i>Quebec</i>	<i>Ontario</i>	<i>Prairies</i>	<i>British Columbia</i>
(estimates in thousands)						
THE LABOUR FORCE.....	7,383	624	2,091	2,695	1,266	707
Men.....	5,179	453	1,472	1,863	891	500
Women.....	2,204	171	619	832	375	207
14-19 years.....	731	72	218	230	137	74
20-24 years.....	1,027	104	337	333	164	89
25-44 years.....	3,181	239	916	1,204	524	298
45-64 years.....	2,211	190	564	833	400	224
65 years and over.....	233	19	56	95	41	22
EMPLOYED.....	7,136	589	1,986	2,638	1,244	679
Men.....	4,988	422	1,386	1,827	874	479
Women.....	2,148	167	600	811	370	200
Agriculture.....	591	34	114	150	266	27
Non-agriculture.....	6,545	555	1,872	2,488	978	652
Paid workers.....	6,044	504	1,722	2,314	912	592
Men.....	4,108	353	1,178	1,565	599	413
Women.....	1,936	151	544	749	313	179
UNEMPLOYED.....	247	35	105	57	22	28
Men.....	191	31	86	36	17	21
Women.....	56	*	19	21	*	*
PERSONS NOT IN LABOUR FORCE.....	6,041	661	1,793	2,040	969	578
Men.....	1,474	185	442	470	239	138
Women.....	4,567	476	1,351	1,570	730	440

\*Less than 10,000.

SOURCE: Labour Force Survey, D.B.S.



**TABLE A-2—Age, Sex and Marital Status, Week Ended May 21, 1966**

		14-19 years all persons	20-64 years				65 years and over all persons
	Total		Men		Women		
			Married	Other	Married	Other	
(estimates in thousands)							
POPULATION 14 YEARS OF AGE AND OVER*.....	13,424	2,213	3,814	1,038	3,916	1,002	1,441
LABOUR FORCE.....	7,383	731	3,686	898	1,110	725	233
Employed.....	7,136	676	3,594	841	1,093	707	225
Unemployed.....	247	55	92	57	17	18	††
NOT IN LABOUR FORCE.....	6,041	1,482	128	140	2,806	277	1,208
PARTICIPATION RATE†							
1966—May 21.....	55.0	33.0	96.6	86.5	28.3	72.4	16.2
April 23.....	54.1	31.3	96.2	83.4	28.1	71.1	15.5
UNEMPLOYMENT RATE‡							
1966—May 21.....	3.3	7.5	2.5	6.3	1.5	2.5	††
April 23.....	4.1	8.0	3.5	8.3	1.5	2.5	4.5

\*Excludes inmates of institutions, members of the armed forces, Indians living on reserves and residents of the Yukon and Northwest Territories.

†The labour force as a percentage of the population 14 years of age and over.

‡The unemployed as a percentage of the labour force.

††Less than 10,000 unemployed.

SOURCE: Labour Force Survey, D.B.S.

**TABLE A-3—Unemployed, Week Ended May 21, 1966**

	<i>May 1966</i>	<i>April 1966</i>	<i>May 1965</i>
(estimates in thousands)			
TOTAL UNEMPLOYED.....	247	298	265
On temporary layoff up to 30 days.....	12	24	15
Without work and seeking work.....	235	274	250
Seeking full-time work.....	221	263	235
Seeking part-time work.....	14	11	15
Seeking under 1 month.....	79	71	75
Seeking 1-3 months.....	77	95	79
Seeking 4-6 months.....	47	75	52
Seeking more than 6 months.....	32	33	44

SOURCE: Labour Force Survey, D.B.S.

## B—Labour Income

**TABLE B-1—Estimates of Labour Income, by Industry**

Monthly Totals										
Year and Month	Mining	Manu- facturing	Trans- portation, Storage and Communi- cation†	Forestry	Con- struction	Public Utilities	Trade	Finance Services (including Govern- ment)	Supple- mentary Labour Income	Totals ‡
(\$ Millions)										
1961—Total.....	542	5,306	1,862	283	1,252	357	2,740	5,616	820	18,996
1962—Total.....	559	5,699	1,909	300	1,357	378	2,881	6,080	843	20,233
1963—Total.....	572	6,045	2,008	308	1,419	397	3,089	6,601	873	21,547
1964—Total.....	600	6,582	2,129	343	1,582	421	3,358	7,248	926	23,433
1965—Total.....	678	7,262	2,316	378	1,962	455	3,714	8,044	975	26,036
1965—February.....	53.3	564.4	180.4	26.7	122.2	35.9	288.7	635.2	78.5	1,998.5
March.....	54.2	583.2	178.7	25.2	128.2	35.8	292.3	644.8	79.0	2,035.7
April.....	53.1	587.3	185.1	21.4	136.3	36.4	299.2	656.1	79.6	2,071.3
May.....	55.9	600.0	191.7	27.5	156.6	37.5	305.5	669.4	80.7	2,146.6
June.....	58.0	614.2	192.1	34.4	169.1	38.8	312.0	686.2	81.6	2,212.5
July.....	58.3	601.2	199.8	37.6	185.2	39.4	310.3	655.4	81.5	2,199.7
August.....	58.3	614.2	199.0	36.3	193.3	40.0	312.2	666.7	82.1	2,235.3
September.....	57.4	626.4	208.9	38.0	196.7	39.1	317.4	711.4	83.3	2,306.3
October.....	58.9	636.3	202.1	37.8	201.1	39.2	322.9	697.8	83.5	2,301.5
November.....	59.5	639.0	201.9	37.6	187.9	38.7	330.1	696.7	83.5	2,292.3
December.....	59.0	630.0	195.0	29.4	161.5	38.5	335.4	697.1	83.1	2,245.0
1966—January**.....	60.2	632.8	201.1	27.8	158.5	38.2	322.2	708.1	97.3	2,259.2
February*.....	60.5	644.3	194.2	30.1	162.7	38.4	323.5	712.3	97.6	2,276.6
Seasonally Adjusted										
1961—Total.....	542	5,306	1,862	283	1,252	357	2,740	5,616	820	18,996
1962—Total.....	559	5,699	1,909	300	1,357	378	2,881	6,080	843	20,233
1963—Total.....	572	6,045	2,008	308	1,419	397	3,089	6,601	873	21,547
1964—Total.....	600	6,582	2,129	343	1,582	421	3,358	7,248	926	23,433
1965—Total.....	678	7,262	2,316	378	1,962	455	3,714	8,044	975	26,036
1965—February.....	53.8	574.8	187.4	29.5	154.4	37.1	297.5	641.9	79.6	2,077.8
March.....	55.0	591.0	187.8	33.1	157.9	37.0	299.3	648.1	80.1	2,110.4
April.....	55.1	592.1	189.5	33.1	155.0	37.3	304.2	654.7	80.3	2,122.1
May.....	56.5	593.4	191.5	32.6	153.0	37.5	306.9	657.9	80.6	2,130.7
June.....	56.7	600.7	188.0	31.7	156.9	37.4	308.1	666.4	80.9	2,147.6
July.....	56.0	605.0	193.7	33.1	160.8	38.2	309.4	671.5	81.4	2,169.8
August.....	57.6	611.3	190.5	32.1	164.6	38.9	313.5	681.2	81.6	2,192.3
September.....	57.3	611.5	203.5	31.1	163.6	38.4	316.7	698.4	82.2	2,223.5
October.....	58.4	627.8	198.2	30.5	173.4	38.8	319.7	690.8	82.5	2,240.8
November.....	59.3	634.8	200.0	31.2	180.7	38.7	322.0	696.4	82.7	2,267.1
December.....	59.6	642.0	200.4	31.0	189.8	38.9	323.2	700.5	83.3	2,290.7
1966—January**.....	60.8	644.5	204.5	32.2	186.5	39.2	328.9	718.5	98.6	2,335.0
February*.....	60.9	659.2	201.1	33.9	197.5	39.5	332.8	719.9	99.0	2,364.9

†Includes post office wages and salaries. ‡Figures in this column are for total labour income, Canada, but are not totals of the figures in the remaining columns of this table, as figures for labour income in Agriculture, Fishing and Trapping are not shown.

\*Preliminary. \*\*Revised.

NOTE: Monthly figures may not add to annual totals because of rounding.

SOURCE: *Estimates of Labour Income*, Dominion Bureau of Statistics.



## C—Employment, Hours and Earnings

TABLES C-1 TO C-6 (with the exception of C-2a)

These were unavailable at press time. The Employment Section of the Dominion Bureau of Statistics is engaged in a program of revision that will result in all indexes being placed on a 1961=100 time base, and all industry-classified employment and payroll data being compiled on the 1960 Standard Industrial Classification. The current statistics are compiled on a 1949=100 time base and the 1948 Standard Industrial Classification.

Until the DBS revision program is completed, statistical information forwarded for publication in the *LABOUR GAZETTE* will occasionally be late, and therefore will have to be held over for the next issue. We would ask our readers to please bear with us through this temporary dislocation.

—The Editors

### Explanatory Note to "Classification of Labour Market Areas"

The system of classifying the labour market situation in individual areas is an analytical device whose purpose is to give a clear and brief picture of local market conditions based on an appraisal of the situation in each area. In considering each category, it is necessary to keep in mind the marked seasonal fluctuations in labour requirements in Canada. Labour surpluses are consistently highest in each year from December to March and lowest from July to October.

The criteria on which the classification system is based are as follows:—

*Group 1: Labour Surplus.* Areas in which current or immediately prospective labour supply exceeds demand in almost all of the major occupations. This situation usually exists when the ratio of applications for employment on file with NES to paid workers, including those looking for jobs, is more than 9.9, 11.9, or 13.9 per cent, depending on the size and character of the area.

*Group 2: Labour Surplus.* Areas in which current or immediately prospective labour supply exceeds demand in about half of the major occupations. The situation usually exists when the ratio of applications for employment on file with NES to paid workers, including those looking for jobs, is more than 5.9 or 6.9 per cent, but less than 10.0, 12.0 or 14.0 per cent, depending on the size and character of the area.

*Group 3: Balanced Labour Supply.* Areas in which current or immediately prospective labour demand and supply are approximately in balance for most of the major occupations. The situation usually exists when the ratio of applications for employment on file with NES to paid workers, including those looking for jobs, is more than 1.9 or 2.4 per cent but less than 6.0 or 7.0 per cent, depending on the size and character of the area.

*Group 4: Labour Shortage.* Areas in which current or immediately prospective labour demand exceeds supply in most of the major occupations. This situation usually exists when the ratio of applications for employment on file with NES to paid workers, including those looking for jobs, is less than 2.0 or 2.5 per cent, depending on the size and character of the area.

The classification of areas does not depend solely on the ratio of job applications to paid workers. All areas, and particularly those in which the ratio is close to the limits of the above-mentioned ranges, are examined closely in the light of other kinds of information to see whether they should or should not be reclassified. Information on labour market conditions at local areas is obtained mainly from monthly reports submitted by each of the local offices of the National Employment Service. This information is supplemented by reports from field representatives of the Department of Labour who regularly interview businessmen about employment prospects in their companies, statistical reports from the Dominion Bureau of Statistics and relevant reports from other federal government departments, from provincial and municipal governments and from non-governmental sources.

The term "labour market" as used in this section refers to a geographical area in which there is a concentration of industry to which most of the workers living in the area commute daily. The term is not meant to imply that labour is a commodity and subject to the same kind of demand and supply factors operative in other markets.

To facilitate analysis, all labour market areas considered in this review have been grouped into four different categories (metropolitan, major industrial, major agricultural, and minor) on the basis of the size of the labour force in each and the proportion of the labour force engaged in

agriculture. This grouping is not meant to indicate the importance of an area to the national economy.

The key to this grouping is: a "metropolitan" area is one with a labour force of 75,000 or more; a "major industrial" area is one with a labour force of from 25,000 to 75,000 of which 60 per cent or more are in non-agricultural occupations; a "major agricultural" area is one with a labour force between 25,000 and 75,000 of which 40 per cent or more are in agriculture; and a "minor" area is one with a labour force of 10,000 to 25,000.

The geographical boundaries of the labour market areas dealt with in this section do not coincide with those of the municipalities for which they are named. In general the boundaries of these areas coincide with the district serviced by the respective local office or offices of the National Employment Service. In a number of cases, local office areas have been amalgamated and the names used include several other local office areas, as follows: Farnham-Granby includes Cowansville; Montreal includes Ste. Anne de Bellevue; Lac St. Jean includes Chicoutimi, Dolbeau, Jonquière, Port Alfred, Roberval and Alma; Gaspé includes Causapscal, Chandler, Matane and New Richmond; Quebec North Shore includes La Malbaie, Forestville, Sept Îles and Baie Comeau; Sherbrooke includes Magog; Trois Rivières includes Louiseville; Toronto includes Long Branch, Oakville, Weston and Newmarket; Sudbury includes Elliot Lake; Niagara Peninsula includes Welland, Niagara Falls, St. Catharines, Fort Erie and Port Colborne; Vancouver-New Westminster includes Mission City; Central Vancouver Island includes Courtenay, Duncan, Nanaimo and Port Alberni; and Okanagan Valley includes Kelowna, Penticton and Vernon.

The 110 labour market areas covered in this analysis include 90 to 95 per cent of all paid workers in Canada.

TABLE C-2a—Estimates of Employees by Industry, Provinces and Canada

	Forestry	Mines, quarries and oil wells	Manufacturing			Construc- tion	Transpor- tation, commu- nication and other utilities	Trade	Finance insurance and real estate	Service (commer- cial sector)‡	Total specified industries
			Total	Non- durables	Durables						
(in thousands)											
Canada											
Jan. 1966*	68.7	114.6	1,550.7	787.8	762.8	312.1	599.3	871.4	238.4	494.2	4,249.4
Dec. 1965†	68.9	113.8	1,544.1	785.9	758.2	325.4	614.3	910.9	237.6	494.8	4,309.8
Jan. 1965	66.7	106.6	1,465.1	755.5	709.6	276.1	584.4	817.1	233.2	445.3	3,995.2
Newfoundland											
Jan. 1966*	3.9	6.2	10.7	8.4	2.3	8.1	13.4	14.9	1.5	5.3	63.9
Dec. 1965†	3.9	6.2	10.8	8.4	2.5	7.8	14.5	15.6	1.5	5.3	65.6
Jan. 1965	3.8	5.2	9.7	7.9	1.7	4.9	13.1	13.8	1.4	4.7	56.4
Prince Edward Island											
Jan. 1966*	—	—	1.7	1.3	0.4	1.2	2.4	3.4	0.6	1.3	10.7
Dec. 1965†	—	—	1.8	1.4	0.5	1.4	2.5	3.6	0.6	1.3	11.2
Jan. 1965	0.1	—	1.5	1.2	0.3	0.9	2.4	3.4	0.6	1.4	10.2
Nova Scotia											
Jan. 1966*	2.2	7.6	30.7	15.6	15.1	9.8	23.5	26.3	5.6	10.7	116.5
Dec. 1965†	2.1	7.8	31.2	16.0	15.2	10.6	21.0	28.3	5.6	10.5	117.1
Jan. 1965	2.0	7.7	29.3	14.8	14.5	8.0	22.9	25.0	5.4	10.5	110.8
New Brunswick											
Jan. 1966*	6.8	2.3	22.5	14.0	8.5	9.8	23.2	21.8	4.0	8.2	98.6
Dec. 1965†	7.5	2.2	22.4	13.8	8.5	10.0	22.4	23.2	4.0	8.4	100.1
Jan. 1965	5.3	2.0	21.9	13.9	8.1	7.0	22.8	20.7	4.0	6.9	90.6
Quebec											
Jan. 1966*	20.5	24.9	485.7	302.4	183.3	93.6	153.9	223.2	68.6	133.8	1,204.1
Dec. 1965†	21.8	24.9	482.6	300.8	181.8	95.2	164.1	233.1	68.7	134.3	1,224.7
Jan. 1965	22.3	24.3	462.9	290.9	172.0	85.0	146.2	209.6	65.8	121.5	1,137.7
Ontario											
Jan. 1966*	13.0	33.3	777.3	342.1	435.3	112.4	197.7	342.8	103.1	196.3	1,776.0
Dec. 1965†	12.7	33.1	774.4	340.8	433.6	121.3	203.0	356.3	102.9	196.3	1,800.0
Jan. 1965	14.1	31.4	729.7	325.4	404.4	102.6	198.1	322.6	103.7	178.7	1,681.2
Manitoba											
Jan. 1966*	1.3	5.4	44.4	26.6	17.8	10.7	44.2	47.3	11.6	25.3	190.2
Dec. 1965†	1.2	5.3	44.2	26.4	17.8	11.1	45.0	48.5	11.5	25.2	192.0
Jan. 1965	1.5	4.9	43.6	27.2	16.5	10.9	44.1	44.4	11.8	22.3	183.4
Saskatchewan											
Jan. 1966*	0.4	5.1	14.1	9.1	5.0	10.5	24.4	34.7	7.2	15.1	111.4
Dec. 1965†	0.4	5.2	13.9	9.2	4.8	11.5	25.1	36.8	7.2	15.4	115.5
Jan. 1965	0.3	4.0	13.7	9.2	4.6	9.1	23.9	32.7	6.9	13.1	103.7
Alberta											
Jan. 1966*	2.2	19.5	47.0	25.0	21.9	25.9	46.3	68.7	13.7	38.8	262.0
Dec. 1965†	2.2	19.0	47.2	25.5	21.6	27.0	47.1	71.6	13.7	38.9	266.7
Jan. 1965	2.5	18.4	43.1	23.6	19.5	24.0	45.8	63.5	13.1	35.8	246.2
British Columbia											
Jan. 1966*	18.4	8.6	116.6	43.4	73.2	29.8	69.5	88.0	22.4	58.6	412.0
Dec. 1965†	17.1	8.5	115.7	43.6	72.0	29.4	68.7	93.4	22.0	58.4	413.2
Jan. 1965	14.8	6.9	109.7	41.6	68.2	23.7	64.2	81.0	20.7	50.4	371.4

\*Preliminary. †Revised. ‡Estimates may not add to totals due to rounding.

BASIS: 1960 Standard Industrial Classification. SOURCE: *Estimates of Employees by Province and Industry*, Dominion Bureau of Statistics.



## D—National Employment Service Statistics

Statistics presented in the following tables relate to registrations for employment and vacancies notified by employers at NES offices. These data are derived from reports prepared

in National Employment Service offices and processed in the Unemployment Insurance Section, DBS. See also Technical Note, page 491.

**TABLE D-1—Unfilled Vacancies and Registrations on Hand**

Period	Unfilled Vacancies†			Registrations on Hand		
	Male	Female	Total	Male	Female	Total
End of:						
June 1961.....	15,103	16,445	31,548	268,284	125,447	393,731
June 1962.....	22,436	20,672	43,108	237,747	119,561	357,308
June 1963.....	23,271	21,726	44,997	261,541	127,631	389,172
June 1964.....	28,693	21,359	50,052	266,490	140,069	406,559
June 1965.....	36,285	24,739	61,024	238,646	144,684	383,330
July 1965.....	36,995	23,608	60,603	207,721	132,254	339,975
August 1965.....	40,318	30,236	70,554	173,158	111,601	284,759
September 1965.....	43,058	28,809	71,867	144,812	100,407	245,219
October 1965.....	38,929	23,901	62,830	155,644	104,993	260,637
November 1965.....	48,183	27,246	75,429	218,819	118,073	336,892
December 1965.....	30,037	20,866	50,903	316,440	125,750	442,190
January 1966.....	26,286	17,524	43,810	404,298	147,105	551,403
February 1966.....	26,192	18,699	44,891	414,592	149,214	563,806
March 1966.....	31,242	22,574	53,816	404,530	144,067	548,597
April 1966.....	39,156	26,386	65,542	356,280	138,646	494,926
May 1966*.....	41,745	27,907	69,652	261,325	126,589	387,914
June 1966*.....	40,805	26,173	66,978	233,965	146,798	380,763

\*Latest figures subject to revision.

†Current Vacancies only.

Deferred Vacancies are excluded.

SOURCE: National Employment Service.

**TABLE D-2—Registrations Received, Vacancies Notified and Placements Effected from 1962-1965 and from May 1965-May 1966**

Year and month	Registrations received		Vacancies notified		Placements effected	
	Male	Female	Male	Female	Male	Female
1962—Year.....	3,177,423	1,171,111	1,010,365	544,795	897,285	438,471
1963—Year.....	2,912,511	1,130,539	938,052	507,910	790,381	387,728
1964—Year.....	2,894,099	1,170,889	1,030,199	530,575	845,696	395,380
1965—Year.....	2,741,172	1,165,713	1,088,752	545,951	865,445	392,277
1965—May.....	191,819	86,629	103,280	47,189	81,804	32,057
June.....	227,386	112,387	96,397	48,555	79,344	34,544
July.....	213,029	105,862	91,126	48,495	73,347	38,034
August.....	203,613	98,611	102,786	60,863	78,643	42,910
September.....	204,572	102,142	116,261	55,870	90,690	41,419
October.....	192,182	92,918	92,067	39,869	73,120	29,113
November.....	276,347	113,148	116,125	47,977	84,320	31,113
December.....	303,524	102,536	72,004	45,614	70,786	42,187
1966—January.....	287,740	98,603	72,912	34,959	60,237	26,037
February.....	202,400	80,555	63,000	33,825	47,675	22,350
March.....	217,568	86,042	82,965	43,859	61,401	28,059
April.....	188,255	80,682	84,319	39,441	62,133	24,787
May*.....	199,611	93,554	97,520	46,202	75,891	31,330

\*Preliminary. SOURCE: National Employment Service.

**TABLE D-3—Placements Effected, by Industry and by Sex, in May 1966 (Preliminary)**

<i>Industry Group</i>	<i>Male</i>	<i>Female</i>	<i>Total</i>	<i>Change from May 1965</i>
AGRICULTURE, FISHING, TRAPPING.....	3,435	658	4,093	— 655
FORESTRY.....	3,771	123	3,894	— 1,937
MINING, QUARRYING AND OIL WELLS.....	1,422	67	1,489	+ 231
Metal mining.....	793	14	807	+ 101
Fuels.....	253	32	285	+ 47
Non-metal mining.....	49	2	51	— 34
Quarrying, clay and sand pits.....	135	1	136	+ 23
Prospecting.....	192	18	210	+ 94
MANUFACTURING.....	19,451	8,753	28,204	— 643
Foods and beverages.....	2,436	2,361	4,797	— 785
Tobacco and tobacco products.....	15	29	44	— 15
Rubber products.....	189	115	304	+ 9
Leather products.....	341	292	633	+ 73
Textile products (except clothing).....	945	418	1,363	+ 236
Clothing (textile and fur).....	467	1,663	2,130	— 134
Wood products.....	2,729	373	3,102	+ 153
Paper products.....	1,229	243	1,472	— 137
Printing, publishing and allied industries.....	860	641	1,501	— 92
Iron and steel products.....	3,639	512	4,151	— 7
Transportation equipment.....	2,399	312	2,711	+ 13
Non-ferrous metal products.....	655	154	809	— 135
Electrical apparatus and supplies.....	913	791	1,704	+ 476
Non-metallic mineral products.....	869	73	942	— 158
Products of petroleum and coal.....	130	14	144	+ 14
Chemical products.....	866	269	1,135	— 161
Miscellaneous manufacturing industries.....	769	493	1,262	+ 7
CONSTRUCTION.....	14,186	201	14,387	— 1,319
General contractors.....	9,655	114	9,769	— 882
Special trade contractors.....	4,531	87	4,618	— 437
TRANSPORTATION, STORAGE AND COMMUNICATION.....	6,259	479	6,738	— 452
Transportation.....	5,460	263	5,723	— 603
Storage.....	539	65	604	+ 14
Communication.....	260	151	411	+ 137
PUBLIC UTILITY OPERATION.....	519	50	569	— 1
TRADE.....	10,728	4,632	15,360	— 569
Wholesale.....	4,793	1,253	6,046	+ 40
Retail.....	5,935	3,379	9,314	— 609
FINANCE, INSURANCE AND REAL ESTATE.....	665	1,214	1,879	+ 24
SERVICE.....	15,455	15,153	30,608	— 1,319
Community or public service.....	1,520	2,070	3,590	+ 730
Government service.....	5,468	1,668	7,136	— 426
Recreation service.....	680	207	887	— 20
Business service.....	1,827	764	2,591	+ 295
Personal service.....	5,960	10,444	16,404	— 1,898
GRAND TOTAL.....	75,891	31,330	107,221	— 6,640

SOURCE: National Employment Service.



**TABLE D-4—Registrations on Hand, by Occupation and by Sex, at May 31, 1966 (Preliminary)**

Occupational Group	Registrations on hand		
	Male	Female	Total
Professional and managerial workers.....	7,787	2,740	10,527
Clerical workers.....	15,982	44,726	60,708
Sales workers.....	6,009	15,170	21,179
Personal and domestic service workers.....	32,983	22,794	55,777
Seamen.....	1,323	36	1,359
Agriculture, fishing, forestry (ex. log.).....	5,905	620	6,525
Skilled and semi-skilled workers.....	106,344	16,493	122,837
Food and kindred products (incl. tobacco).....	841	516	1,357
Textiles, clothing, etc.....	2,191	10,190	12,381
Lumber and lumber products.....	15,991	112	16,103
Pulp, paper (incl. printing).....	941	401	1,342
Leather and leather products.....	644	789	1,433
Stone, clay and glass products.....	233	48	281
Metalworking.....	7,756	823	8,579
Electrical.....	1,530	883	2,413
Transportation equipment.....	476	70	546
Mining.....	1,037	—	1,037
Construction.....	27,333	8	27,341
Transportation (except seamen).....	20,223	107	20,330
Communications and public utility.....	552	2	554
Trade and service.....	3,401	1,446	4,847
Other skilled and semi-skilled.....	15,527	810	16,337
Foremen.....	2,514	272	2,786
Apprentices.....	5,154	16	5,170
Unskilled workers.....	84,992	24,010	109,002
Food and tobacco.....	2,719	6,005	8,724
Lumber and lumber products.....	9,935	439	10,374
Metalworking.....	2,781	568	3,349
Construction.....	44,776	1	44,777
Other unskilled workers.....	24,781	16,997	41,778
GRAND TOTAL.....	261,325	126,589	387,914

SOURCE: National Employment Service.

**TABLE D-5—Registrations on Hand, by Local Office Areas, at May 31, 1966**

Registrations on Hand			Registrations on Hand			Registrations on Hand		
Office	Previous Year		Office	Previous Year		Office	Previous Year	
	* May 31, 1966	May 31, 1965		* May 31, 1966	May 31, 1965		* May 31, 1966	May 31, 1965
NEWFOUNDLAND.....	17,056	17,683	Liverpool.....	332	342	Saint John.....	2,681	3,196
Corner Brook.....	3,389	3,102	New Glasgow.....	1,387	1,777	St. Stephen.....	556	909
Grand Falls.....	1,460	1,813	Springhill.....	484	459	Sussex.....	412	262
St. John's.....	12,207	12,768	Sydney.....	3,468	3,317	Woodstock.....	346	425
PRINCE EDWARD			Sydney Mines.....	961	1,098	QUEBEC.....	130,942	134,778
ISLAND.....	1,970	2,367	Truro.....	1,298	1,018	Alma.....	1,768	2,137
Charlottetown.....	1,314	1,645	Yarmouth.....	1,208	1,273	Asbestos.....	468	508
Summerside.....	656	722	NEW BRUNSWICK.....	17,468	14,723	Baie Comeau.....	1,163	817
NOVA SCOTIA.....	17,492	17,928	Bathurst.....	2,361	1,358	Beauharnois.....	791	953
Amherst.....	636	664	Campbellton.....	1,968	1,492	Buckingham.....	686	927
Bridgewater.....	779	732	Edmundston.....	1,452	1,452	Causapscal.....	1,867	2,162
Halifax.....	5,082	4,993	Fredericton.....	1,073	1,117	Chandler.....	1,682	1,727
Inverness.....	279	607	Minto.....	255	289	Chicoutimi.....	1,834	1,951
Kentville.....	1,578	1,648	Moncton†.....	4,235	2,798	Cowansville.....	342	292
			Newcastle.....	2,129	1,425	Dolbeau.....	1,887	2,116

**TABLE D-5—Registrations on Hand, by Local Office Areas, at May 31, 1966 (concluded)**

Registrations on Hand			Registrations on Hand			Registrations on Hand		
Office	Previous Year		Office	Previous Year		Office	Previous Year	
	* May 31, 1966	May 31, 1965		* May 31, 1966	May 31, 1965		* May 31, 1966	May 31, 1965
Drummondville.....	1,734	1,532	Fort Frances.....	412	477	MANITOBA.....	16,285	18,379
Farnham.....	378	314	Fort William.....	1,506	1,450	Brandon.....	1,245	1,079
Forestville.....	825	734	Galt.....	799	929	Dauphin.....	703	768
Gaspé.....	1,384	1,294	Gananoque.....	179	125	Flin Flon.....	140	157
Granby.....	1,440	1,603	Goderich.....	183	215	Portage la Prairie.....	665	795
Hull.....	3,154	2,298	Guelph.....	894	816	The Pas.....	251	322
Joliette.....	2,449	2,624	Hamilton.....	9,204	8,899	Winnipeg.....	13,281	15,258
Jonquière.....	2,244	2,766	Hawkesbury.....	471	528	SASKATCHEWAN.....	9,730	10,665
Lachute.....	370	433	Kapuskasing.....	902	1,000	Estevan.....	89	118
Lac-Mégantic.....	1,038	1,056	Kenora.....	764	970	Lloydminster.....	190	125
La Malbaie.....	1,740	1,757	Kingston.....	1,629	1,686	Moose Jaw.....	680	804
La Tuque.....	672	904	Kirkland Lake.....	556	672	North Battleford.....	619	788
Lévis.....	2,404	2,835	Kitchener.....	1,614	1,586	Prince Albert.....	1,389	1,277
Louiseville.....	867	872	Leamington.....	668	378	Regina.....	2,929	3,105
Magog.....	554	682	Lindsay.....	349	362	Saskatoon.....	2,357	2,765
Maniwaki.....	734	954	Listowel.....	63	105	Swift Current.....	244	434
Matane.....	1,868	1,769	London.....	3,460	3,433	Weyburn.....	117	154
Mont-Laurier.....	657	807	Long Branch.....	2,592	2,725	Yorkton.....	1,116	1,095
Montmagny.....	1,325	1,153	Midland.....	397	308	ALBERTA.....	19,522	22,883
Montréal.....	39,080	39,170	Napanee.....	309	280	Blairmore.....	308	453
New Richmond.....	1,495	1,046	New Liskeard.....	274	226	Calgary.....	5,975	6,698
Port Alfred.....	866	1,021	Newmarket.....	594	611	Drumheller.....	344	305
Québec.....	11,945	10,202	Niagara Falls.....	1,360	933	Edmonton.....	8,611	10,299
Rimouski.....	2,596	3,136	North Bay.....	917	896	Edson.....	299	278
Rivière-du-Loup.....	4,042	3,552	Oakville.....	647	961	Grande Prairie.....	747	1,257
Roberval.....	1,755	1,783	Orillia.....	395	463	Lethbridge.....	1,452	1,703
Rouyn.....	2,917	3,462	Oshawa.....	3,669	2,475	Medicine Hat.....	705	727
Ste. Agathe des Monts..	642	655	Ottawa.....	4,595	5,060	Red Deer.....	1,081	1,163
Ste. Anne de Bellevue...	695	719	Owen Sound.....	843	711	BRITISH COLUMBIA..	48,624	49,088
Ste. Thérèse.....	1,443	1,657	Parry Sound.....	98	141	Abbotsford.....	1,582	499
St. Hyacinthe.....	1,048	1,539	Pembroke.....	886	1,085	Chilliwack.....	826	873
St. Jean.....	1,363	1,667	Perth.....	257	248	Courtenay.....	639	532
St. Jérôme.....	1,617	1,166	Peterborough.....	1,749	1,990	Cranbrook.....	890	683
Sept-Îles.....	1,672	1,508	Picton.....	162	194	Dawson Creek.....	1,133	1,281
Shawinigan.....	2,946	3,954	Port Arthur.....	2,425	2,619	Duncan.....	320	412
Sherbrooke.....	4,521	4,385	Port Colborne.....	415	445	Kamloops.....	1,786	1,514
Sorel.....	1,044	1,764	Prescott.....	253	392	Kelowna.....	1,222	1,683
Thetford Mines.....	1,583	1,497	Renfrew.....	242	310	Nanaimo.....	593	547
Trois-Rivières.....	2,948	2,998	St. Catharines.....	3,115	2,662	Nelson.....	530	731
Val-d'Or.....	1,385	1,462	St. Thomas.....	503	489	New Westminster.....	6,798	6,434
Valleyfield.....	1,317	1,905	Sarnia.....	1,418	1,582	Penticton.....	1,327	1,787
Victoriaville.....	1,157	1,420	Sault Ste. Marie.....	1,732	2,150	Port Alberni.....	443	446
Ville St. Georges.....	2,540	3,133	Simcoe.....	507	626	Prince George.....	2,214	2,020
ONTARIO.....	108,825	112,845	Smiths Falls.....	279	328	Prince Rupert.....	1,234	1,257
Arnprior.....	154	246	Stratford.....	271	264	Quesnel.....	701	1,069
Barrie.....	971	850	Sturgeon Falls.....	263	242	Trail.....	572	696
Belleville.....	1,100	1,443	Sudbury.....	2,540	2,672	Vancouver.....	21,871	21,843
Bracebridge.....	401	483	Tillsonburg.....	239	264	Vernon.....	1,334	1,671
Brampton.....	840	939	Timmins.....	1,451	1,354	Victoria.....	3,343	2,767
Brantford.....	1,467	1,533	Toronto.....	30,949	34,554	Whitehorse.....	266	343
Brockville.....	267	192	Trenton.....	626	660	CANADA.....	387,914	401,339
Carleton Place.....	185	215	Walkerton.....	236	273	Males.....	261,325	277,216
Chatham.....	1,062	1,074	Wallaceburg.....	298	274	Females.....	126,589	124,123
Cobourg.....	389	471	Welland.....	1,518	1,540			
Collingwood.....	440	479	Weston.....	2,071	2,103			
Cornwall.....	1,317	1,694	Windsor.....	4,795	3,711			
Elliot Lake.....	217	297	Woodstock.....	223	271			
Fort Erie.....	249	206						

\*Preliminary. †Includes registrations reported by the Îles-de-Madeleine, Que. local office.  
SOURCE: National Employment Service.



## E—Unemployment Insurance

Unemployment insurance statistics are concerned with numbers of persons covered by insurance and claimants for benefit at Unemployment Insurance Commission local offices. The data are compiled in the Unemployment Insurance Section, DBS, from information supplied by the UIC. The source

for Tables E-1 to E-4 is *The Statistical Report on the Operation of the Unemployment Insurance Act*, published by the Dominion Bureau of Statistics. For further information regarding the nature of the data see Technical Note, page 323, June issue.

**TABLE E-1**—Estimates of the Insured Population under Unemployment Insurance Act

<i>End of</i>	<i>Total</i>	<i>Employed</i>	<i>Claimants</i>
1966—March.....	4,912,000	4,414,000	498,000
February.....	4,911,000	4,380,500	530,500
January.....	4,889,000	4,377,200	511,800
1965—December.....	4,821,000	4,403,000	418,000
November.....	4,754,000	4,509,400	244,600
October.....	4,680,000	4,509,600	170,400
September.....	4,678,000	4,520,700	157,300
August.....	4,696,000	4,523,500	172,500
July.....	4,650,000	4,465,600	184,400
June.....	4,601,000	4,420,300	180,700
May.....	4,514,000	4,284,500	229,500
April.....	4,594,000	4,131,100	462,900
March.....	4,626,000	4,087,000	539,000

**TABLE E-4**—Benefit Payments, by Province, April 1966

<i>Province</i>	<i>Weeks Paid*</i>	<i>Amount of Benefit Paid</i>
Newfoundland.....	101,074	\$ 2,570,356
Prince Edward Island.....	21,651	512,730
Nova Scotia.....	95,898	2,233,300
New Brunswick.....	99,564	2,423,803
Quebec.....	504,186	12,731,605
Ontario.....	386,869	9,431,705
Manitoba.....	58,514	1,434,158
Saskatchewan.....	46,301	1,127,415
Alberta.....	62,721	1,550,454
British Columbia (including Yukon Territory).....	136,489	3,451,737
Total, Canada, April 1966.....	1,513,267	37,467,263
Total, Canada, March 1966.....	1,847,439	46,156,729
Total, Canada, April 1965.....	1,741,206	43,308,864

\*Weeks paid represents the total of complete and partial weeks of benefit paid during the month.

**TABLE E-3**—Initial and Renewal Claims for Benefit, by Province, April 1966

<i>Province</i>	<i>Claims filed at Local Offices</i>			<i>Disposal of Claims and Claims Pending at End of Month</i>			
	<i>Total*</i>	<i>Initial</i>	<i>Renewal</i>	<i>Total Disposed of†</i>	<i>Entitled to Benefit</i>	<i>Not Entitled to Benefit</i>	<i>Pending</i>
Newfoundland.....	4,719	3,948	771	5,315	4,502	813	1,391
Prince Edward Island.....	871	740	131	1,005	883	122	231
Nova Scotia.....	5,968	4,572	1,396	6,824	5,767	1,057	1,179
New Brunswick.....	6,934	5,430	1,540	8,074	7,018	1,056	1,488
Quebec.....	41,811	31,324	10,487	45,632	37,006	8,626	14,029
Ontario.....	32,876	24,813	8,063	36,429	27,813	8,616	9,971
Manitoba.....	4,474	3,383	1,091	4,411	3,598	813	1,257
Saskatchewan.....	2,924	2,437	487	3,221	2,611	610	860
Alberta.....	6,374	4,944	1,430	6,205	4,694	1,511	2,391
British Columbia (incl. Yukon Territory).....	12,981	9,043	3,938	14,215	10,711	3,504	4,107
Total, Canada, April 1966.....	119,932	90,634	29,298	131,331	104,603	26,728	36,904
Total, Canada, March 1966.....	159,025	121,416	37,609	164,548	130,365	34,183	48,303
Total, Canada, April 1965.....	150,836	111,332	39,504	164,611	134,698	29,913	47,139

\*In addition, revised claims received numbered 34,166. †In addition, 34,849 revised claims were disposed of. Of these, 3,139 were special requests not granted and 1,735 appeals by claimants. There were 9,060 revised claims pending at the end of the month.

**TABLE E-2—Claimants Currently Reporting to Local Offices by Number of Weeks on Claim, Province and Sex, at April 29, 1966**

Province and sex	Total claimants	Number of weeks on claim (based on 20 per cent sample)				Total Claimants	
		1-4	5-13	14-26	27 or more*	Mar. 31 1966	Apr. 30 1965
CANADA.....	413,901	126,021	123,169	134,991	29,720	498,031	462,929
Male.....	302,003	96,113	91,257	99,478	15,155	377,441	345,050
Female.....	111,898	29,908	31,912	35,513	14,565	120,572	117,879
NEWFOUNDLAND.....	24,084	5,856	7,141	10,432	655	31,283	24,208
Male.....	22,212	5,435	6,538	9,864	375	29,095	22,414
Female.....	1,872	421	603	568	280	2,188	1,794
PRINCE EDWARD ISLAND.....	4,088	620	994	2,389	85	6,364	4,573
Male.....	3,217	461	770	1,945	41	5,202	3,713
Female.....	871	159	224	444	44	1,162	860
NOVA SCOTIA.....	25,310	5,715	7,031	10,741	1,823	32,900	27,180
Male.....	20,501	4,607	5,600	9,113	1,181	27,507	22,368
Female.....	4,809	1,108	1,431	1,628	642	5,393	4,812
NEW BRUNSWICK.....	26,788	5,985	6,971	11,984	1,848	33,448	29,916
Male.....	21,805	5,218	6,051	9,679	857	27,624	25,013
Female.....	4,983	767	920	2,305	991	5,824	4,903
QUEBEC.....	141,664	46,683	45,205	41,317	8,459	162,185	154,516
Male.....	111,013	37,468	37,023	32,242	4,280	132,100	123,541
Female.....	30,651	9,215	8,182	9,075	4,179	30,085	30,975
ONTARIO.....	107,227	33,899	30,869	31,526	10,933	129,320	119,340
Male.....	64,861	22,024	18,736	18,653	5,448	82,666	74,783
Female.....	42,366	11,875	12,133	12,873	5,485	46,654	44,557
MANITOBA.....	15,692	4,220	5,125	5,311	1,036	20,323	21,649
Male.....	10,984	2,935	3,634	3,784	631	15,299	15,872
Female.....	4,708	1,285	1,491	1,527	405	5,024	5,777
SASKATCHEWAN.....	11,552	2,652	3,123	4,899	878	15,507	14,939
Male.....	8,188	1,927	2,172	3,727	362	11,646	11,334
Female.....	3,364	725	951	1,172	516	3,861	3,605
ALBERTA.....	17,685	6,465	5,021	5,146	1,053	19,190	25,098
Male.....	12,620	5,109	3,362	3,779	370	13,514	18,895
Female.....	5,065	1,356	1,659	1,367	683	5,676	6,203
BRITISH COLUMBIA.....	39,811	13,926	11,689	11,246	2,950	47,493	41,510
Male.....	26,602	10,929	7,371	6,692	1,610	32,788	27,117
Female.....	13,209	2,997	4,318	4,554	1,340	14,705	14,393

\*The bulk of the cases in this group were on claim from 27-39 weeks.

NOTE: Values less than 50 subject to relatively large sampling variability.

Counted on last working day of month.



## F—Prices

**TABLE F-1—Total and Main Components of the Consumer Price Index**

	<i>Total</i>	<i>Food</i>	<i>Housing</i>	<i>Clothing</i>	<i>Trans- portation</i>	<i>Health and Personal Care</i>	<i>Recreation and Reading</i>	<i>Tobacco and Alcohol</i>
(1949=100)								
1961—Year.....	129.2	124.0	133.2	112.5	140.6	155.3	146.1	116.3
1962—Year.....	130.7	126.2	134.8	113.5	140.4	158.3	147.3	117.8
1963—Year.....	133.0	130.3	136.2	116.3	140.4	162.4	149.3	118.1
1964—Year.....	135.4	132.4	138.4	119.2	142.0	167.8	151.8	120.2
1965—Year.....	138.7	135.9	140.9	121.4	147.3	175.5	154.3	122.3
1965—June.....	139.0	137.6	140.6	121.1	147.0	175.4	155.0	122.5
July.....	139.5	139.0	141.1	121.1	147.0	175.4	154.6	122.5
August.....	139.4	137.8	141.2	120.7	147.9	175.8	154.6	122.6
September.....	139.1	136.4	141.5	121.4	148.7	176.0	154.0	122.6
October.....	139.3	135.7	141.6	123.2	148.7	177.0	154.2	122.6
November.....	140.2	138.2	142.0	123.7	148.7	177.9	155.0	122.3
December.....	140.8	139.6	142.4	123.8	148.8	177.9	155.4	122.3
1966—January.....	141.2	140.6	142.9	122.7	149.1	178.1	155.4	123.1
February.....	142.1	142.5	143.1	123.3	150.0	178.1	156.4	123.4
March.....	142.4	143.4	143.3	124.2	150.0	178.1	156.6	123.4
April.....	143.2	143.7	143.7	125.3	150.7	179.2	157.6	125.0
May.....	143.4	143.8	144.2	125.0	151.1	180.7	159.2	125.1
June.....	143.8	144.2	144.4	125.3	151.2	181.2	159.3	125.1

NOTE: 1957 weighted.

Calculated by the Prices Division, Dominion Bureau of Statistics.

**TABLE F-2—Consumer Price Indexes for Regional Cities of Canada at the Beginning of May 1966**

	<i>All-Items</i>							<i>Health and Personal Care</i>	<i>Recreation and Reading</i>	<i>Tobacco and Alcohol</i>
	<i>May 1965</i>	<i>April 1966</i>	<i>May 1966</i>	<i>Food</i>	<i>Housing</i>	<i>Clothing</i>	<i>Trans- portation</i>			
(1949=100)										
St. John's, Nfld.*.....	122.8	125.3	125.6	125.5	116.7	118.6	122.6	168.0	150.9	116.1
Halifax.....	133.9	137.9	137.7	138.1	135.7	134.0	141.0	176.5	174.3	127.0
Saint John.....	136.4	139.7	139.8	139.9	135.8	132.4	148.2	197.3	160.0	126.6
Montreal.....	137.4	141.6	141.6	148.8	137.8	115.7	168.1	187.3	162.0	128.0
Ottawa.....	137.7	143.4	143.5	145.6	139.5	129.7	165.8	190.5	153.8	132.8
Toronto.....	139.4	145.8	145.9	143.4	145.1	133.8	151.9	181.0	197.0	129.9
Winnipeg.....	135.2	138.7	139.1	142.9	130.6	131.5	141.7	192.8	148.3	138.5
Saskatoon—Regina.....	131.9	135.2	135.7	141.1	129.2	137.5	137.9	158.7	154.2	125.4
Edmonton—Calgary.....	129.7	133.3	133.7	132.9	129.2	134.6	135.6	182.7	149.2	121.2
Vancouver.....	134.5	137.5	138.1	139.9	136.0	127.7	151.9	157.2	156.8	123.9

\*St. John's index on the base June 1951 = 100. NOTE: Indexes above measure percentage changes in prices over time in each city and should not be used to compare actual levels of prices as between cities.

## G—Strikes and Lockouts

Statistical information on work stoppages in Canada as compiled by the Economics and Research Branch of the Department of Labour on the basis of reports from the National Employment Service. The first three tables in this section cover strikes and lockouts which amount to ten or more man-days. The number of workers involved includes all

workers reported on strike or locked out, whether or not they all belonged to the union directly involved in the disputes leading to the work stoppages. Workers indirectly affected, such as those laid off as a result of a work stoppage, are not included. For further notes on the series, see page 492.

**TABLE G-1—Strikes and Lockouts, 1961-1966**

Month or Year	Strikes and Lockouts Beginning During Month or Year	Strikes and Lockouts in Existence During Month or Year			
		Strikes and Lockouts	Workers Involved	Duration in Man-Days	
				Man-Days	Per Cent of Estimated Working Time
1961.....	272	287	97,959	1,335,080	0.11
1962.....	290	311	74,332	1,417,900	0.11
1963.....	318	332	83,428	917,410	0.07
1964.....	327	343	100,535	1,580,550	0.11
*1965.....	452	476	171,858	2,323,750	0.17
*1965—May.....	28	56	17,018	155,490	0.14
June.....	85	109	43,310	275,530	0.22
July.....	52	99	33,691	326,070	0.26
August.....	37	83	27,196	243,550	0.20
September.....	46	92	21,012	216,080	0.18
October.....	39	87	16,080	161,560	0.15
November.....	29	78	11,387	107,760	0.08
December.....	21	58	9,185	86,460	0.07
*1966—January.....	32	66	15,878	139,450	0.12
February.....	33	76	18,403	237,920	0.21
March.....	54	90	30,079	354,250	0.27
April.....	64	108	50,838	441,130	0.38
May.....	55	96	28,465	332,450	0.27

\*Preliminary.

**TABLE G-2—Strikes and Lockouts, May 1966, by Industry (Preliminary)**

Industry	Strikes and Lockouts	Workers Involved	Man-Days
Forestry.....	—	—	—
Mines.....	2	176	1,860
Manufacturing.....	54	15,313	193,770
Construction.....	13	1,521	15,160
Transportation and utilities.....	7	6,945	57,860
Trade.....	9	296	3,400
Finance.....	—	—	—
Service.....	5	287	5,480
Public administration.....	6	3,927	54,920
All industries.....	96	28,465	332,450

**TABLE G-3—Strikes and Lockouts, May 1966, by Jurisdiction (Preliminary)**

Jurisdiction	Strikes and Lockouts	Workers Involved	Man-Days
Newfoundland.....	1	250	840
Prince Edward Island.....	—	—	—
Nova Scotia.....	1	108	430
New Brunswick.....	2	30	420
Quebec.....	32	11,249	176,920
Ontario.....	40	7,032	61,420
Manitoba.....	5	486	3,260
Saskatchewan.....	1	18	30
Alberta.....	—	—	—
British Columbia.....	10	2,712	37,880
Federal.....	4	6,580	51,250
All jurisdictions.....	96	28,465	332,450



**TABLE G-4—Strikes and Lockouts Involving 100 or More Workers, May 1966 (Preliminary)**

Industry, Employer Location	Union	Workers Involved	Duration in Man-Days		Starting Date — Termination Date	Major Issues — Result
			May	Accu- mulated		
MINES						
Mineral Fuels						
Drummond Coal Co. Ltd., Westville, N.S.	CLC-Directly chartered	108	430	430	May 10 May 16	Disagreement between two workers—Return of workers pending negotiations.
MANUFACTURING						
Food and Beverages						
Legrade Inc., Quebec, Que.	Packinghouse Workers Loc. 372 (AFL-CIO/CLC)	378	570	570	May 2 May 3	Dismissal of three workers— Return of workers when three workers re-employed.
Job Brothers & Co. Ltd., St. John's, Nfld.	Unorganized	250	840	840	May 24 —	Grievances—
Rubber						
J. H. Connor & Son Ltd., Lachine, Que.	Clothing Workers' Federation (CNTU)	231	1,310	1,310	May 24 —	Wages, shift premium, over- time—
Mailman Corporation Ltd., Lachine, Que.	Rubber Workers Loc. 6380 (AFL-CIO/CLC)	270	270	270	May 31 —	Wages in new agreement—
Textiles						
Dominion Textile Co. Ltd., Drummondville, Que.	Textile Federation (CNTU)	700	14,700	39,290	Mar. 11 —	Alleged slowness in production by workers—
Domil Ltd., Sherbrooke, Que.	Textile Federation (CNTU)	825	17,330	33,150	Apr. 1 —	Wages—
Dominion Textile Co., Sherbrooke, Que.	Textile Federation (CNTU)	534	11,210	21,370	Apr. 1 —	Wages, working conditions, sen- iority—
Dominion Textile Co. Ltd., Magog, Que.	Textile Federation (CNTU)	2,425	51,200	83,050	Apr. 13	Wages—
Dominion Textile, St-Grégoire, Cté Montmorency, Que.	Textile Federation (CNTU)	982	20,620	32,400	Apr. 13 —	Wages—
Dominion Dyeing & Printing Co. Ltd., Drummondville, Que.	Laundry Workers Loc. 7 (CLC)	263	2,210	3,660	Apr. 22 May 12	Wages, hours—13c. an hr. in- crease May 1, 1966, 13c. May 1, 1967, 27c. May 1, 1968; 8 hour day, 40 hour week, retro- active pay \$110.
Dominion Rubber Co. Ltd., Lindsay, Ont.	Rubber Workers Loc. 795 (AFL-CIO/CLC)	146	1,460	1,460	May 2 May 16	Wages in a first agreement— Wage increase, 9 statutory holi- days, 2 weeks vacation after 2 yrs.
Paper						
Cie de Papier Rolland, St-Jérôme et Mont-Rolland, Que.	Papermakers Locs. 454 & 455 (AFL-CIO/CLC)	818	5,730	5,730	May 18 May 29	Delayed negotiations in a new agreement; refusal of Sundays' work—Return of workers.
Printing and Publishing						
The Star, Telegram and Globe & Mail, Toronto, Ont.	Typographical Union Loc. 91 (AFL-CIO/CLC)	410	8,720	219,140	July 9 1964	Working conditions as affected by computers, job security, union membership—

**TABLE G-4—Strikes and Lockouts Involving 100 or More Workers, May 1966 (Preliminary) (Continued)**

Industry, Employer Location	Union	Workers Involved	Duration in Man-Days		Starting Date — Termination Date	Major Issues — Result
			May	Accu- mulated		
<i>Primary Metals</i>						
Ontario Malleable Iron Co. Ltd., Oshawa, Ont.	Steelworkers Loc. 1500 (AFL-CIO/CLC)	535	400	400	May 31 —	Wages, welfare benefits—
<i>Metal Fabricating</i>						
Manitoba Bridge & Engineering Works, Winnipeg, Man.	Steelworkers Loc. 4087 (AFL-CIO/CLC)	360	1,560	3,500	Apr. 22 May 6	Wages, fringe benefits—40c. an hr. increase spread over 25 mo. contract; 3 weeks vacation after 12 years eff. 1966, 3 weeks after 10 years eff. 1967, 4 weeks after 25 years, 9 paid statutory holidays.
Dominion Bridge Co. Ltd., Winnipeg, Man.	Steelworkers Loc. 4095 (AFL-CIO/CLC)	341	1,470	3,180	Apr. 23 May 6	Wages—40c. an hr. increase spread over 25 mo. contract; 3 weeks vacation after 12 years eff. 1966, 3 weeks after 10 years eff. 1967, 4 weeks after 25 years, 9 paid statutory holidays.
Galt Brass Co. Ltd., Galt, Ont.	Steelworkers Loc. 4045 (AFL-CIO/CLC)	145	1,300	1,300	May 19 —	Wages—
<i>Machinery</i>						
Cooper-Bessemer of Canada Ltd., Stratford, Ont.	Machinists Loc. 103 (AFL-CIO/CLC)	225	490	490	May 2 May 4	Wages in new agreement—Return of workers pending further negotiations.
James Howden & Parsons (Canada) Ltd., Scarborough, Ont.	Boilermakers Loc. 637 (AFL-CIO/CLC)	123	980	980	May 13 May 26	Wages—Return of some workers, replacement of others.
S. F. Bowser Co. Ltd., Hamilton, Ont.	Steelworkers Loc. 2901 (AFL-CIO/CLC)	116	1,160	1,160	May 17 —	Delay in signing new agreement—
<i>Transportation Equipment</i>						
Tung Sol International Ltd., Bramalea, Ont.	U.E. Loc. 513 (Ind.)	100	2,370	4,300	Apr. 12 —	Wages, fringe benefits—
Orenda Engines Division, Hawker-Siddeley Canada, Malton, Ont.	Machinists Loc. 717 (AFL-CIO/CLC)	1,102	4,040	5,420	Apr. 28 May 5	Grievances—Return of workers.
Truck Engineering Co. Ltd., Woodstock, Ont.	Auto Workers Loc. 636 (AFL-CIO/CLC)	152	3,510	3,600	Apr. 29 —	Wages, fringe benefits, wording of contract—
Port Weller Dry Docks Ltd., St. Catharines, Ont.	I.B.E.W. Loc. 303 Boilermakers Loc. 680 (AFL-CIO/CLC)	581	12,200	12,200	May 2 May 30	Wages in a renewed agreement—24c.-30c. an hr. increase retroactive to Feb. 25, 1966, 10c. 2nd.-yr., 10c. 3rd.-yr., additional 10c. per hr. for electricians; improved welfare benefits, other improvements.
McCord Corporation Orangeville, Ont.	Auto Workers Loc. 776 (AFL-CIO/CLC)	120	240	240	May 6 May 10	Discharge of three workers for cause—Return of workers pending decision of arbitrator.



**TABLE G-4—Strikes and Lockouts Involving 100 or More Workers, May 1966 (Preliminary) (Continued)**

Industry, Employer Location	Union	Workers Involved	Duration in Man-Days		Starting Date — Termination Date		Major Issues — Result
			May	Accu- mulated			
Société de Montage Automobile (Soma Inc.) St. Bruno, Que.	Metal Trades' Federation (CNTU)	255	380	380	May 30 —	Alleged sabotage on assembly line—	
<i>Electrical Products</i>							
Lenkurt Electric Co. of Canada, North Burnaby, B.C.	I.B.E.W. Loc. 213 (AFL-CIO/CLC)	275	5,230	5,990	Apr. 27 May 30	Overtime work—Return of some workers, replacement of others.	
Iberville Fittings (1962) Ltd., St. Jean, Que.	Steelworkers Loc. 3953 (AFL-CIO/CLC)	184	1,700	1,700	May 18 —	Wages, hours—	
Moloney Electric Co. of Canada Ltd., Toronto, Ont.	I.U.E. Loc. 536 (AFL-CIO/CLC)	117	230	230	May 30 —	Wages—	
Kelvinator of Canada Ltd., London, Ont.	Auto Workers Loc. 27 (AFL-CIO/CLC)	570	380	380	May 31 —	Wages—	
<i>Non-Metallic Mineral Products</i>							
Concreters Ready-Mix Ltd., Various locations, Quebec.	Building Trades Federation (CNTU)	170	3,570	17,680	Nov. 22 —	Wages, seniority—	
Several glass contractors, Vancouver and area, B.C.	Painters Loc. 1527 (AFL-CIO/CLC)	120	2,280	3,000	Apr. 22 May 30	Wages—20c. an hr. increase retroactive to Mar. 31, 1966, 15c. Oct. 1966, 25c. Apr. 1967, 20c. Oct. 1967.	
Canadian Johns Manville Co. Ltd., Port Union, Ont.	Chemical Workers Loc. 346 (AFL-CIO/CLC)	500	270	270	May 19 May 20	Discharge of one employee following disagreement with supervisor—Return of workers pending discussions.	
<i>Miscellaneous Manufacturing</i>							
Union Carbide Canada Ltd., Lindsay, Ont.	Printing Pressmen Loc. 512 (AFL-CIO/CLC)	290	6,260	8,750	Apr. 19 —	Wages—	
Canadian National Institute for the Blind, Toronto, Ont.	Workers Council Committee representing Shop Workers	145	690	690	May 25 —	Wages—	
<b>CONSTRUCTION</b>							
Various construction contractors, Sudbury and area, Ont.	Plumbers Loc. 800 (AFL-CIO/CLC)	104	2,180	7,600	Feb. 10 —	Wages—	
Several lathing and plastering contractors, Toronto and area, Ont.	Plasterers Loc. 117 (AFL-CIO/CLC)	354	7,080	11,340	Apr. 14 May 31	Wages—35c. an hr. increase May 30, 1966, 15c. May 1, 1967, 10c. Sept. 1, 1967.	
Catalytic Construction, Clarkson, Ont.	Various unions	132	660	1,290	Apr. 25 May 9	Hiring non-union workers— Return of workers.	
Fischback & Moore of Canada Ltd., Hoyle, Ont.	I.B.E.W. Loc. 1639 (AFL-CIO/CLC)	150	450	450	May 12 May 17	Misunderstanding concerning certain pieces of equipment— Union persuaded men to return to work.	

**TABLE G-4—Strikes and Lockouts Involving 100 or More Workers, May 1966 (Preliminary) (Concluded)**

Industry, Employer Location	Union	Workers Involved	Duration in Man-Days		Starting Date — Termination Date		Major Issues — Result
			May	Accu- mulated			
Fabi & Fils Ltée., Sherbrooke, Que.	Building Workers Federation (CNTU)	185	560	560	May 16 May 20	Wages, hours—Return of wor- kers.	
Montreal Construction Association, Montreal and area, Que.	Plumbers Loc. 796 (AFL-CIO/CLC)	230	1,150	1,150	May 16 May 23	Wages, fringe benefits—Return of workers.	
Pentagon Construction Co. Ltd., Sorel, Que.	Building Workers' Federation (CNTU)	109	760	760	May 19 May 29	Interpretation of contract clause concerning sub-contractors — Return of workers.	
Several construction contractors, Porcupine, Ont.	Plumbers Loc. 800 (AFL-CIO/CLC)	137	960	960	May 20 —	New agreement—	
TRANSPORTATION & UTILITIES							
<i>Transportation</i>							
Canadian National Railways* Montreal, Que.	Railway, Transport and General Workers Loc. 312 (CLC)	2,391	4,180	4,180	May 24 May 26	Wages—Return of workers.	
<i>Storage</i>							
Shipping Federation of Canada,* Various St. Lawrence ports, Que.	I.L.A. various locals (AFL-CIO/CLC)	4,150	46,960	46,960	May —	Wages, working conditions—	
<i>Power, Gas and Water</i>							
Hydro-Quebec, Various locations, Quebec.	Syndicat Professionnel des Ingénieurs (CSN)	356	6,470	9,850	Apr. 13 —	Jurisdictional dispute between union and company—	
SERVICE							
<i>Education</i>							
Université de Montréal, Montreal, Que.	Service Employees' Federation (CNTU)	253	5,310	7,840	Apr. 18 —	Wages, job classification, vaca- tions—	
PUBLIC ADMINISTRATION							
<i>Provincial Administration</i>							
Government of Quebec, Province-wide, Que.	Syndicat des professionnels du gouvernement (CSN)	1,600	25,600	25,600	May —	Wages in a first agreement—	
<i>Local Administration</i>							
City of Vancouver, Vancouver, B.C.	Civic Employees' Union Outside Workers	1,518	24,380	24,380	May —	Wages in new agreement—	
Municipal Government and School Administration of North Vancouver, B.C. North Vancouver, B.C.	C.U.P.E. Loc. 389 (CLC)	681	4,010	4,010	May 24 —	Wages, terminal benefits, over- time rate—	

\*Federal jurisdiction.



## H—Employment Injuries

**TABLE H-1—Employment Injuries in Canada, by Industry and Occupation, during the first Quarter of 1966**

Occupation	Agri- culture	Forestry	(1) Fishing	(2) Mining	Manu- facturing	Con- struc- tion	Transpor- tation (3)	Trade	(4) Finance	(5) Service	Public Adminis- tration	Total	Per Cent of Total
Farmers and farm workers.	5	1	—	—	1	—	—	—	—	—	—	7	3.3
Loggers and related workers	—	13	—	—	3	—	—	—	—	—	—	16	7.5
Fishermen, trappers, and hunters.....	—	—	6	—	—	—	—	—	—	—	—	6	2.8
Miners, quarrymen, and related workers.....	—	—	—	28	—	3	—	—	—	—	—	31	14.4
Craftsmen, production process and related workers.....	—	3	—	1	16	23	11	4	—	3	1	62	28.8
Labourers and unskilled workers (not agricultural, fishing, logging or mining).....	—	—	—	—	6	8	1	2	—	—	1	18	8.4
Transportation and communication.....	—	2	13	—	1	2	24	3	—	1	2	48	22.3
Managerial.....	—	2	—	3	1	—	—	—	—	—	—	6	2.8
Professional and technical..	—	—	—	—	1	—	1	1	—	1	1	5	2.3
Clerical.....	—	—	—	—	2	1	—	—	—	—	—	3	1.4
Sales.....	—	—	—	—	1	—	—	1	—	—	—	2	0.9
Service and recreation.....	—	—	1	—	—	—	5	—	—	—	5	11	5.1
<b>TOTAL.....</b>	<b>5</b>	<b>21</b>	<b>20</b>	<b>32</b>	<b>32</b>	<b>37</b>	<b>42</b>	<b>11</b>	<b>—</b>	<b>5</b>	<b>10</b>	<b>215*</b>	
Per cent of total.....	2.3	9.8	9.3	14.9	14.9	17.2	19.5	5.1	—	2.3	4.7		100.0

(1) Includes trapping and hunting. (2) Includes quarrying and oil wells. (3) Includes storage, communication, electric power, gas and water utilities. (4) Includes insurance and real estate. (5) Includes community, business and personal service.

\*Of this total, 175 fatalities were reported by the various provincial Workmen's Compensation Boards; details of the remaining 40 were obtained from other sources.

**TABLE H-2—Employment Injuries in Canada, by Industry and Type of Accident, during the first Quarter of 1966\***

Type of Accident	Agri- culture	Forestry	Fishing	Mining	Manu- facturing	Con- struc- tion	Transpor- tation	Trade	Finance	Service	Public Adminis- tration	Total	Per Cent of Total
Striking against or stepping on objects.....	—	—	—	—	1	—	—	—	—	—	—	1	0.5
Struck by:													
(a) tools, machinery, cranes, etc.....	—	—	—	1	2	2	—	—	—	—	—	5	2.4
(b) moving vehicles.....	—	—	—	4	—	5	3	—	—	—	2	14	6.5
(c) other objects.....	—	15	—	4	7	10	1	2	—	—	—	39	18.1
Caught in, on or between machinery, vehicles, etc...	3	—	—	5	7	3	1	2	—	—	—	21	9.8
Collisions, derailments, wrecks, etc.....	1	2	—	2	2	4	25	5	—	1	3	45	20.9
Falls and slips:													
(a) on same level.....	—	—	—	1	2	2	3	1	—	1	—	10	4.6
(b) to different levels....	—	1	20	6	6	7	2	—	—	1	1	44	20.4
Conflagrations, temperature extremes and explosions	—	1	—	—	1	2	1	—	—	1	1	7	3.2
Inhalation, absorptions, asphyxiation, and industrial diseases.....	—	—	—	7	3	—	—	—	—	—	1	11	5.1
Electric current.....	—	—	—	—	1	1	2	1	—	—	—	5	2.3
Over-exertion.....	—	—	—	—	—	1	—	—	—	1	1	3	1.4
Miscellaneous accidents.....	1	2	—	2	—	—	4	—	—	—	1	10	4.7
<b>TOTAL.....</b>	<b>5</b>	<b>21</b>	<b>20</b>	<b>32</b>	<b>32</b>	<b>37</b>	<b>42</b>	<b>11</b>	<b>—</b>	<b>5</b>	<b>10</b>	<b>215</b>	
Per cent of total.....	2.3	9.8	9.3	14.9	14.9	17.2	19.5	5.1	—	2.3	4.7		100.0

\*See footnote to Table H-1 above.

## Technical Note to "D" Tables

Tables D-1 to D-5 present selected statistics emanating from the operations of the local offices of the National Employment Service. They are based on vacancies (job openings reported to NES offices) and registrations (applications for employment).

The NES reporting system is designed for operational purposes and, therefore, the statistics given must be interpreted in the light of the effect which operating practices have on statistical data.

The data are assembled by the NES in two basic forms. The first is by broad industrial groups based on the Standard Industrial Classification Manual of the Dominion Bureau of Statistics, 1948. Statistics tabulated from this source reflect the total work load (vacancies notified, registrations for employment, placements, etc.) during a given reporting period, and Tables D-2 and D-3 are compiled from these data. The second way in which data are collected is by broad occupational groups. These groups are based on the occupational classifications of the *Dictionary of Occupational Titles* (published by the United States Employment Service), and the *Canadian Supplement*. Designed for personnel selection work, this classification system differs from other methods of grouping occupations such as the one used in the census. The NES, at specific points in time, prepares an inventory of unfilled orders for workers and applicants registered for employment, which is compiled by these occupational groupings, and this is the source from which the data in Tables D-1, D-4 and D-5 are derived. It is important to note that both the industrial and occupational groupings are very broad, some 20,000 occupations, for example, being condensed to 103 groups in the NES basic reports and an even greater consolidation being effected in the "D" tables.

In any reading of these statistics it is important to be aware of certain other features. First, vacancies and placements in these series do not make any distinction between regular, part-time or casual employment, the latter being employment for not more than six consecutive working days. Second, while NES coverage of persons looking for work is quite extensive, and a good overall indicator of movements in total labour supply, the coverage in the

various occupational groups (Table D-4) is not uniform and data may not, therefore, be representative of labour supply within individual occupational groups. Finally, because there is no legal requirement for employers to notify job vacancies to NES, the coverage of vacancies is smaller than that for applications for employment. Thus, the vacancies notified series does not provide an accurate indication of the extent of labour demand. While it is reliably estimated that upwards of 30 percent of all job vacancies are notified to NES, the actual percentage varies widely between different industries, occupations and geographic areas.

The following comments pertain specifically to tables D-1 to D-5:

### Table D-1:

- (a) Unfilled Vacancies represent an inventory of employers' vacancies unfilled at the close of business on the day indicated. Deferred vacancies, those on which employers are not prepared to accept referrals within 31 days, are excluded from this series. NES local offices act on vacancies as soon as possible after they are received, so that unfilled vacancies only represent a proportion of vacancies notified to the local offices and consist of three main groups:
  - (1) Those notified to the office shortly before the inventory is taken, or
  - (2) Those on which applicants have been referred but the employers have not yet confirmed placements, and
  - (3) Those that are difficult to fill because of a local (or wider) occupational shortage or because of particular working conditions.

Unfilled vacancies are, consequently, a biased sample of vacancies notified.

- (b) Registrations on Hand represent an inventory of applications for employment at the close of business on the day indicated, excluding certain categories such as persons who are employed but are seeking other work

or those who have registered for employment in advance of their availability.

### Table D-2:

- (a) Registrations Received consist of both new and renewal applications for employment received during the period. An individual may register more than once in a period and the figures do not, therefore, reflect the total number of persons registering in a reporting period.
- (b) Vacancies Notified are the total job openings notified to local offices during the period indicated.
- (c) Placements Effected show the total job vacancies filled by workers referred by NES during the reporting period. As a proportion of the vacancies are for work with a duration of less than the reporting period, an individual worker may account for more than one placement.

### Table D-3:

This presents a breakdown by broad industrial groups of the placements reported in Table D-2. Year-to-year changes do not necessarily reflect changes in total demand or employment, since such changes can result from seasonal shifts in hirings, variations in labour turnover rates or even a difference in the number of working days in the month from one year to the next. Also placement coverage varies considerably from industry to industry.

### Table D-4:

This table shows a breakdown by sex and broad occupational groups of the inventory of registrations on hand (see item (b) in note to D-1 above). As some 20,000 occupations are compressed into 28 general classifications, caution must be exercised in forming conclusions about any one group.

### Table D-5:

This table presents registrations on hand by local office areas. The figures do not relate exclusively to the municipalities concerned but reflect the total of registrations on hand from the entire areas served by the NES offices located in the cities and towns shown in the table.



## Technical Note to "G" Tables

Statistical information on work stoppages in Canada is compiled by the Economics and Research branch of the Department of Labour on the basis of reports from the National Employment Service. The first three tables in the section cover strikes and lockouts which amount to ten or more man-days.

The developments leading to work stoppages are often too complex to make it practicable to distinguish statistically between strikes on the one hand and lockouts on the other. However, a work stoppage that is clearly a lockout is not often encountered.

The data on workers involved include all workers reported on strike or locked out, whether or not they all belonged to the unions directly involved in the disputes leading to work stoppages. Where the number of workers involved varied in the course of the stoppage, the maximum number is used for monthly totals, but adjustments are made for changes reported in the number of workers involved in work stoppages extending over two or more months. Workers indirectly affected, such as those laid off as a result of a work stoppage, are not included in the data on workers involved. Their number, however, if any, is shown in parentheses for the major work stoppages listed in Table G-4. The data in parentheses are those reported at an early stage of the work stoppage, and they refer only to the plant or premises at which the stoppage occurred.

Duration of strikes and lockouts in man-days is calculated by multiplying the number of workers involved in each work stoppage by the number of working days the work stoppage was in progress. Where the number of workers involved varied significantly in the course of the stoppage, an appropriate adjustment is made in the calculation as far as this is practicable. The duration in man-days of all stoppages in a month or year is also shown as a percentage of estimated working time, based on the corresponding monthly figure or annual average figure for non-agricultural paid workers in Canada. The data on duration of work stoppages in man-days are provided to facilitate comparison of work stoppages in terms of a common denominator; they are not intended as a measure of the loss of productive time to the economy. For convenience of expression, however, duration in man-days is on occasion referred to as "time loss" in reviews based on this series.

The data on the distribution of work stoppages by industry in Table G-2 are based on the Standard Industrial Classification, D.B.S. (1960).

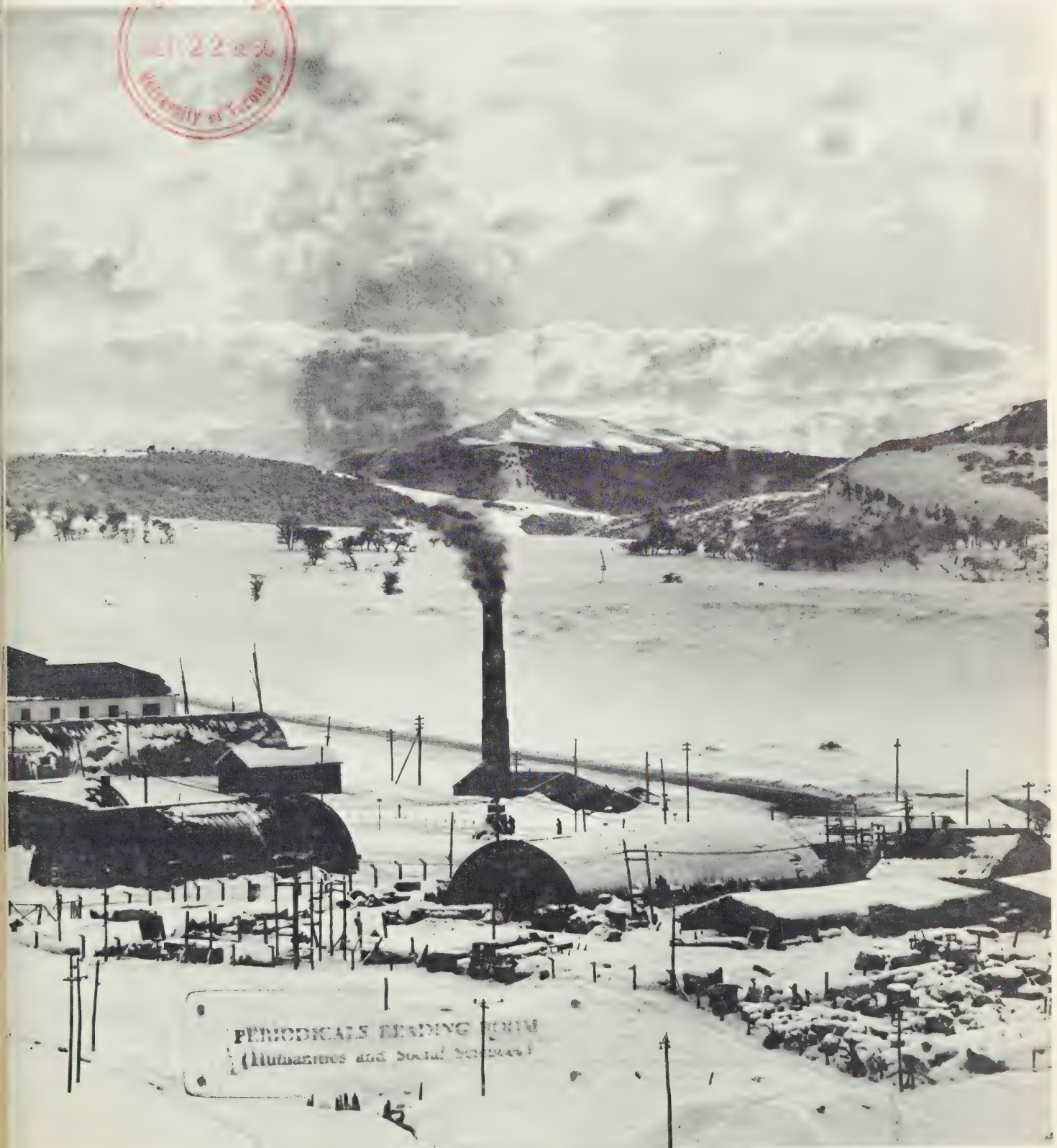
In Table G-3 work stoppages are classified according to jurisdiction, whether federal or provincial. This is done on the basis of the governmental agency that intervened in the dispute. Where there was no such intervention the classification is, wherever possible, on the basis of the agency that previously dealt with labour matters in the establishment involved.

Work stoppages involving 100 or more workers are listed in Table G-4, which shows in each instance the employer(s) and the location of the premises at which the work stoppage occurred, the union(s) directly involved or concerned in the dispute, number of workers involved, duration in man-days, starting date (the first day on which normal operations were affected) and termination date. For work stoppages that are terminated by mutual agreement, the termination date is usually the day on which work was resumed. Work stoppages that have not been resolved in this way are as a rule considered terminated, for statistical purposes, at the date by which it was established that two-thirds or more of the workers involved had either returned to work, or had found work with other employers, or had been replaced by new employees; or the date by which it was reported that the operations affected by the work stoppage would not be resumed. Also shown in Table G-4 are the major issues, as far as known, that led to work stoppage, and the result, i.e., the terms of settlement of major issues where a settlement was reached when the work stoppage terminated, or the circumstances in which the work stoppage came to an end.

While the methods used to obtain data on work stoppages preclude the likelihood of major omissions, it is not always possible, particularly on a preliminary basis, to obtain precise information in detail. Consequently the information in this section may not be accurate in all respects.

# about gazette

Canada Department of Labour/September 1966





# Canada Department of Labour Publications

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*Annual Report of the Department of Labour* (Covers fiscal year ending March 31). (English or French). Price \$1.00, Cat. No. L1-1965.

*Report of the Industrial Inquiry Commission on Canadian National Railways "Run Throughs."* Report of Hon. Mr. Justice Samuel Freedman, Commissioner. (English or French). Price \$1.50, Cat. No. L35-965/1.

## Supplements to Labour Gazette

*Collective Bargaining Review:* a LABOUR GAZETTE supplement, Ottawa, 1966. Prepared by the Collective Bargaining Section, Labour-Management Division, Economics and Research Branch, Canada Department of Labour. This review was formerly included in the pages of the LABOUR GAZETTE. Obtainable from the Canada Department of Labour. Free. Cat. No. L13-5/1966.

*Reports of Boards of Conciliation* established under the Industrial Relations and Disputes Investigation Act together with reasons for judgment of the Canada Labour Relations Board: a LABOUR GAZETTE supplement, this booklet contains material that was formerly published in the LABOUR GAZETTE. Obtainable from the Canada Department of Labour. Free. Cat. No. L13-6/1966.

## Economics and Research Branch

*Labour Organizations in Canada* (annual). Contains a brief commentary, the latest statistical data on union membership, and a directory of labour organizations with names of their principal officers, publications, and the geographic distribution of their local branches in Canada. (English or French). Price 50 cents, Cat. No. L2-2/1965.

*Industrial and Geographical Distribution of Union Membership in Canada, 1965* (English or French). Price 15 cents, Cat. No. L31-765.

*Strikes and Lockouts in Canada* (annual). Furnishes a record of strikes and lockouts occurring in Canada during a year. Tables and related texts showing strikes and lockouts by years, by areas, by industries, including time lost, number of workers involved, duration, etc. Price 35 cents, Cat. No. L2-1/1963.

*Wage Rates, Salaries and Hours of Labour.* An annual report published in loose-leaf form and followed later by a paper-bound volume. Contains the results of an annual survey at October 1 of occupational wage rates and standard hours of work in most industries. Averages and predominant ranges of wage rates for selected occupations are tabulated separately on a regional basis for some 90 industries including logging, mining, manufacturing, construction, transportation, trade and service groups. Weekly salaries for office occupations and hourly wage rates for maintenance of service occupations and for labourer for several broad industry groups are shown, on a community basis, in 52 communities. Trends in wage rates are included in tables of index numbers by industry. (Bilingual). Cat. No. L2-547.

First year service including attractive binder with index tabs and paper-bound volume, \$9.50; service without indexed binder, \$7.00; individual tables, 15 cents. Paper-bound volume, \$2.00.

*Working Conditions in Canadian Industry, 1964.* Price 50 cents, Cat. No. L2-15/1964.

## Legislation Branch

*Labour Standards in Canada.* Sets out standards in effect under federal and provincial labour laws regarding child labour, minimum wages, equal pay for equal work, hours of work, weekly rest-day, annual vacations with pay, public holidays, fair employment practices, notice of termination of employment, and workmen's compensation. (English). Price 50 cents. Cat. No. L2-7/1965.

*Workmen's Compensation in Canada—A Comparison of Provincial Laws* October 1963. (With LABOUR GAZETTE reprints covering changes in 1964 and 1965). (English or French). Price 35 cents. Cat. No. L2-6/1963.

*Labour Legislation of the Past Decade.* A review of developments in Canadian labour legislation in 1951-1960 period. (English or French). Price 55 cents, Cat. No. L14-2061.

(Continued on inside back cover)



# labour gazette

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The Rio Turbino Coal Mines, at the extreme south of Argentina, where coal output was doubled after one year of advice and assistance from productivity experts serving the ILO's Technical Assistance Program, to which Canada contributes as a member.

—Photo by International Labour Office

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# 8th Conference of American States Members of the ILO

About 200 delegates and observers from the 25 nations of North, South and Central America and the Caribbean assembling in Ottawa with Canada acting as host for the first time

This year for the first time, Canada will act as host to the 8th Conference of American States Members of the International Labour Organization. These regional conferences are usually held every three or four years, and this conference, the eighth, will be held in Ottawa from September 12 to 23. It will be the first time that a conference of this kind has been held outside Latin America.

The conference will be attended by about 200 delegates and observers from the 25 nations of North, South and Central America and the Caribbean that are members of the ILO. The delegates will include trade union leaders, prominent industrialists, and government representatives, many of whom will be visiting Canada for the first time.

The member countries that have been invited are: Argentina, Bolivia, Brazil, Chile, Colombia, Costa Rica, Cuba, Dominican Republic, Ecuador, El Salvador, Guatemala, Guyana, Haiti, Honduras, Jamaica, Mexico, Nicaragua, Panama, Paraguay, Peru, Trinidad and Tobago, United States, Uruguay, and Venezuela. Canada is, of course, also a member of the region.

## General Theme of the Agenda

The Governing Body of the ILO decided at its 160th Session in November 1964, that the general theme of the agenda of the Conference should be the inter-relationship of social policy and economic development in the Americas; with particular reference to social aspects of measures for fuller economic integration, including the improvement of labour conditions and, where appropriate, establishing uniformity of minimum labour standards. The actual items of the agenda decided on by the Governing Body were:

1. Report of the Director-General.
2. Manpower planning and employment policy in economic development.

3. The role of social security and improved living and working standards in social and economic development.

The Prime Minister of Canada is expected to address the opening session of the conference, all the sittings of which will be held in the Parliament Buildings.

## Canadian Delegation

The Canadian Government delegation will be headed by the Minister of Labour and will include representatives of the Departments of External Affairs, Citizenship and Immigration (Manpower), and National Health and Welfare, as well as representatives of the provincial governments. There will also be worker and employer delegations, whose members, as is usual at ILO meetings, will have equal voting rights.

The Canada Department of Labour is preparing two special presentations for the conference, related to the items of the agenda, which will deal with certain aspects of Canada's manpower, industrial relations, and social welfare programs. The Department and its International Labour Affairs Branch are planning and organizing Canada's part in the conference.

The themes of the Ottawa conference are closely connected with the main programs of the ILO in the field of technical assistance, which are directed toward the development and efficient use of human resources. The principal aim of

the technical assistance program of the ILO is the creation of employment in the developing countries, and the organization of training programs as part of general plans for economic development, or plans for the development of particular economic sections.

The Latin American nations for many years have benefited from the work of the ILO, and Canada has made substantial contributions, both in money and by supplying expert manpower. Further assistance for Latin America will be one of the concerns of the conference.

## World-Wide Program

The largest of the present activities of the ILO is the world-wide vocational training program, accompanied by a program of development of management and improvement of productivity. Of the main projects for which the ILO is responsible within the United Nations Development Program, 32 are in vocational and technical training; and 25 are in management development and productivity improvement.

For the benefit of delegates to the conference, a booklet has been prepared that gives information about conference arrangements and about services of various kinds both at the conference and in the city of Ottawa. Some notes on the Canadian form of government and about Ottawa and the surrounding district are included.

# 50 Years Ago

From the Labour Gazette, September 1916

Wages continue to advance during August 1916 with some reductions in hours  
Immigration in 1915-16 only 48,437 compared with 384,867 in 1913-14

A continuation of the advance in wages during August 1916 was reported in the LABOUR GAZETTE for September of that year, and details of some of the most important changes were given.

"About 4,500 coal miners and coke oven hands in the Crow's Nest Pass district in Alberta and British Columbia received an increase of 8 per cent in their wages. An increase of 15 per cent was granted to 260 shipbuilders at Quebec after a strike. The hours of 137 boilermakers and iron shipbuilders at Esquimalt, B.C., were reduced from 54 to 48 per week and their wages were slightly advanced. At the same place, the hours of 130 blacksmiths, helpers, etc., and 50 machinists were similarly reduced, as the result of a strike.

"An increase in wages averaging from 2 to 3 cents per hour was granted to men in the Canadian Pacific Railway shops from Fort William to the Pacific coast. About 100 civic teamsters at Vancouver, B.C., were granted an increase of 35 cents a day. Employees of the Guelph Radial Railway received an increase of 1 cent per hour, bringing the minimum wage to 23 cents per hour . . . About 70 dock labourers at Vancouver were granted an advance from 25 to 30 cents per hour for a day of nine hours, and 35 cents per hour overtime."

At a flour mill in Port Colborne, employing about 200 millers and labourers, the millers got an increase of \$4 a week, which raised their wages from a range of \$16 to \$20 a week to a range of \$20 to \$24. For the labourers, the increase was from rates of 20 to 22½ cents an hour to a range of from 27½ to 30 cents.

The falling off of immigration to a trickle during the war was shown by figures published in the LABOUR GAZETTE. These figures showed that the total immigration to Canada during the period July 1, 1900 to March 31, 1916 was 3,099,348. The total immigration for the fiscal year ending March 31, 1916 was 48,437, and in the previous fiscal year it was 144,789.

The totals for the years immediately preceding the war were: 1910-11—311,084; 1911-12—354,237; 1912-13—402,432; 1913-14—384,867. The volume of immigration reached its peak in 1912-13.

The LABOUR GAZETTE reported that Swift & Co. had established a pension plan for their employees, of which there were estimated to be more than 2,000 at the various branches of the company in Canada. To start the plan, the company set up a fund of \$2,000,000, with the intention of making further contributions from time to time. The employees were not required to contribute.

The fund was to be administered by a board of five members, who were to be officers or employees of the company. No pension was to be less than \$240 or more than \$5,000 a year. Employees with 25 years service who had reached the age of 60 years in the case of men, and 50 years in the case of women, might, at the discretion of the board, be pensioned.

Men who had served for 25 years, on reaching the age of 65 and women with the same length of service, on reaching the age of 55, were to be entitled to a pension. Disabled employees with 15 or more years service might be pensioned. Employees who were 40 years of age on entering the company's service were not eligible for a pension.

The pensions of those who retired on account of age and long service were to be half the average salary for the five years preceding retirement. For those who retired on account of disability, the pension was to be 1½ per cent of the average salary for the five years preceding retirement for each year of service. The widow and children of a pensioned employee were to receive half the pension to which the employee was entitled at the time of his death. A pension might also be paid to the widow and dependants of an employee whose death occurred after he had been employed with the company for 15 years or more.

Farm labour was reported to be scarce in Eastern Canada, although most farmers managed to harvest their crops in good weather. Soldiers who were given furlough to work on farms "assisted materially in harvesting operations."

Owing to damage to the Western grain crop by rain, hail and rust, the demand for farm help was not as heavy as had been expected, and "the number of harvesters sent from British Columbia, the United States and Eastern Canada was expected to be ample. Some 5,000 men went from British Columbia, between 15,000 and 20,000 from Eastern Canada and several thousand from the United States. Wages averaged \$2.50 per day, with higher rates obtaining in some instances."

Among recent legal decisions affecting labour, the GAZETTE reported the case of a labourer employed by the City of Montreal who had his feet frozen while clearing out a sewer trench, and who had sued the City for damages under the Workmen's Compensation Act.

The day on which this happened was reported to have been one of the coldest during the winter, and the workmen had protested against being required to work. The foreman, however, had not only refused to let them stop work, but had threatened to discharge anyone who objected to continuing.

The result had been that the plaintiff in the case had had his feet so badly frozen that five toes of the left foot and half his right foot had had to be amputated. He had sued the City for \$517 compensation, and the City had contested the action, contending that as the injury the plaintiff had suffered was not the result of an accident, the action would not stand under the Workmen's Compensation Act.

The court awarded the plaintiff \$117, which represented half the salary he had lost on account of the accident, and decided that the City must also pay him an annuity of \$168.75, in quarterly instalments, for the rest of his life. The City was required to pay the costs of the action.



# Labour Day Messages

## Labour's Place in Modern Society

**Claude Jodoin**

*President, Canadian Labour Congress*

Labour Day is a holiday that is enjoyed by most Canadians, but this need not detract from its purpose as a mark of recognition of the place of organized labour in modern society. Trade unions have devoted a major part of their efforts to obtaining for workers the right to leisure and to the secure enjoyment of the fruits of their labour.



Jodoin

Nevertheless, particularly this year, Labour Day must be a time for trade unionists to consolidate their forces, strengthen their ranks, and express their

collective views in a loud and clear voice. This is an occasion on which many observers of the labour scene make profound statements about the recognition of unions and the established place of organized labour; and this is often followed by the suggestion, at least by implication, that unions should soft-pedal some of their more vigorous activities.

We cannot accept this kind of suggestion. Every single advance that labour has won over the years—and there have been many—has been the outcome of struggle; often, unfortunately, bitter struggle. This has been true of gains made in both collective bargaining and in the legislative field. But it would be highly dangerous to assume that because

we have made progress, the gains we have won will automatically remain.

We have been going through a period in which there has been too much tendency to lull the labour movement into an atmosphere of satisfaction. The kind of attacks to which our movement is subjected are often far more subtle than they used to be; but they are there, and we must be prepared to meet them.

### Court Injunctions

Recently we have seen the courts used to try to prevent workers from openly expressing support for fellow workers engaged in a struggle to break their way out of a substandard wage structure. Employers following a well beaten path

*Continued on page 513*

## The Technological Revolution

**Charles Smith**

*Chairman, Canadian Railway Labour Executives' Association*

Labour Day 1966 finds the workers of the country embroiled in what has been designated the "technological revolution." Much has been written and said about automation, mechanization, technology, or whatever name may be applied to changing work methods and techniques; but the simple fact is that science is rapidly removing the drudgery of repetitive manual tasks by new work concepts in every field of production.



Smith

Competition in world markets requires the utmost efficiency in production, and it is labour's task in this technological revolution to protect the interests of the workers to the end that everyone may share in the great benefits that science is bestowing on the world.

Labour has never resisted change when efficiency was the goal, provided that proper safeguards were applied to protect the interests of those most vitally affected—the workers who are the ultimate producers of the nation's wealth.

Adaptation to new work methods requires constant consultation between union and management if we are to preserve for our workers and their families the standard of living that has been attained through many years of struggle.

### Legislation Recommended

The Canadian Railway Labour Executives' Association recognizes and commends the Minister of Labour for the strong support he has given to the recommendations contained in the report of Mr. Justice Freedman and his advocacy of joint consultation on a continuing basis to deal with present and future changes. We believe, however, that to give effect to the Freedman Report and

*Labour Day messages by Hon. John R. Nicholson, Minister of Labour, and by Marcel Pepin, President, Confederation of National Trade Unions, will be published in the next issue of the LABOUR GAZETTE.*

to the expressed philosophy and policy of the Department of Labour on joint consultation, legislation is very necessary and must receive immediate attention.

Adjusting to the provisions of the Canada Labour (Standards) Code, particularly those relating to the hours of work, is, on the railways, a matter of some concern. Applications for deferment respecting low paid workers who work long hours in excess of those provided in the Code have not been finalized, and this presents an opportunity for the exploitation of such workers to the detriment of regularly assigned employees.

The National Legislative Committee of C.R.L.E.A. has long advocated a Labour Safety Code, and we appreciate the efforts of the Government in introducing the Canada Labour (Safety) Code during the past session of Parliament. This will provide every employee with the right to work under safe

*Continued on page 513*

## Longshoremen's strike ends—with reservations

A strike of 4,250 longshoremen, which began on May 9 in the St. Lawrence River ports of Montreal, Trois-Rivières and Quebec, was settled on June 14, when agreement was reached between the Shipping Federation of Canada and the International Longshoremen's Association on a contract that gave the men a wage increase of 80 cents an hour over a two-year period.

The agreement also contained a guarantee that the size of work gangs would not be reduced for the duration of the contract—that is, until January 1, 1968.

Hon. John R. Nicholson, Minister of Labour, announced on May 17, the appointment of Judge Rene Lippe, Chairman of the Board of Trustees of the Maritime Transportation Unions, as a mediator in the dispute. Before settlement was reached five cabinet ministers had taken part in the discussions: Mr. Nicholson; Hon. J. W. Pickersgill, Minister of Transport; Hon. C. H. Drury, Minister of Industry; Hon. Guy Favreau, President of the Queen's Privy Council; and Hon. Allan MacEachen, Minister of National Health and Welfare. George V. Haythorne, Deputy Minister of Labour, also worked with the mediator in trying to bring about a settlement. At the last moment Prime Minister Pearson also intervened.

The question of the size of work gangs was one of the main obstacles to a settlement of the dispute. The shipping firms had planned to reduce the size of gangs to 16 men from 18, and it had been estimated that this would have wiped out about 600 jobs. The union strongly opposed the reduction.

### Increased Productivity

In the final settlement, however, although the Shipping Federation of Canada agreed to shelve the proposal until the end of 1967, it insisted that there should be some assurance of increased productivity if it agreed to the wage increases fixed in the contract that was finally signed. It was for this reason that part of the increases were expressly stated in the agreement to be "compensation for improvements in productivity."

According to a statement made by the Minister of Labour in the House of Commons on July 11, the paragraphs of the agreement relating to wages read:

1. Each employee will receive 40 cents

for every hour worked as of January 1, 1966, made up as follows:

20 cents increase per man-hour worked retroactive to January 1, 1966, effective up to, but not including the day work resumes, and 20 cents per man-hour worked retroactive to January 1, 1966, effective up to, but not including the day work resumes, in compensation for improvements in productivity.

From date of resumption of work, the above increases shall be applied on overtime as well.

2. An additional 15 cents per hour increase in wages to be effective January 1, 1967; and a further 25 cents per hour increase in wages to be effective on May 1, 1967 also in compensation for improvements in productivity. These increases shall be applied on overtime as well.

The Minister pointed out that the last sentence of Para. 1 meant that there would be no increase on overtime before the date of resumption of work.

### Size of Work Crews

Regarding the dispute about the size of work crews, the mediator proposed that an industrial inquiry commission should be set up immediately to look into the matter of productivity and related matters, that it should report before the end of this year, and that these matters should be subjects for inclusion in a contract to be negotiated for 1967-68 or possibly 1967, 1968 and 1969.

This proposal was submitted to a mass meeting of the union members affected on May 25. It was not recommended by union leaders, however, and the meeting rejected it.

The negotiations continued until June 11, when Mr. Nicholson told the House at a meeting at which Claude Jodoin, President of the Canadian Labour Congress, was present: "Not only I but my colleague the Minister of Transport—at least the two of us—said, 'It looks as if there might be a solution if we were to establish a commission, and agree that its findings might be made binding on these two points'."

### CLC Opposition

"The president of the Canadian Labour Congress said that the Congress was opposed to compulsory arbitration. The spokesman for the longshoremen's

association, their solicitor or legal adviser, said that they were opposed—obviously there had been a change of heart in the intervening two weeks—to compulsory arbitration. He also said, 'But if the Government does set up a commission, and the Government is prepared to take the responsibility to make its findings binding, we will obey the law'."

At a later meeting with the representatives of the Shipping Federation, Mr. Nicholson said that the representatives "insisted that an agreement be reached for the re-organization of longshoremen's gangs, new types of slings, and other changes that might result in increased productivity. Eventually they did agree that if the Government would take the responsibility for setting up the commission, and agree to pass legislation, they would acquiesce in such a course, and would agree to the second payment of 40 cents in 1967; 15 cents was to be paid on January 1 and 25 cents later in the year when the recommendations of the commission were implemented."

On the evening of June 11, the Minister continued, "We spent several hours with the longshoremen discussing the matter. We explained to them that we had been able to convince the Shipping Federation that, if they could not agree, the sensible way to settle this matter was to refer it to the commission whose findings on these two or three points would be made binding by legislation."

"I wish to assure this House that there is not the slightest doubt that this point was made clear to every longshoreman present at that meeting, including their lawyer. We were questioned about it back and forth over a period of several hours."

A bill framed to give effect to the Government's undertaking in this matter was introduced in Parliament by the Minister of Labour on June 29, and given first reading. After discussion extending over more than one sitting and considerable opposition, the bill was given second reading on July 14.

The day after the bill passed second reading, the International Longshoremen's Association announced its intention of contesting in the courts the legality of federal compulsory arbitration legislation dictating the size of work crews. It also said that its members were ready to strike on the issue.





Students studying in Canada under Labour Leadership Training Program No. 2 were the guests of the Department of Labour for a short time in the middle of July.

At an informal meeting, John Mainwaring, Director of the International Labour Affairs Branch of the Depart-

### Airline strike averted

An east coast strike involving Air Canada and the Sales Employees' Association of Air Canada (Ind.), was resolved June 15 before it could spread to other parts of the country.

The 1,453 passenger agents and switchboard and communications' operators had threatened to strike at midnight local times across Canada. In the Maritimes, employees had left their jobs an hour before the agreement was announced in Montreal, and pickets were set up in Newfoundland one and a half hours before the deadlines were reached in Quebec and Ontario.

The agreement was ratified by union members in spite of some 200 protests and requests for the resignation of President Robert Dye.

The union was seeking a 20-per-cent wage increase over two years, and the company's last previous offer of a 15-per-cent increase over two and a half years was rejected in a 1,201 to 252 vote. The accepted offer is similar except that it is spread over 26 months instead of 30. Under terms of the agreement, Air Canada will pay an 8-per-cent wage increase retroactive to June 1, the start of the new contract. After 12 months, another increase of 7-per-cent will be paid for a 14-month period.

ment, gave the students a general outline of the work of the Department. K. P. DeWitt, Chief, Labour-Management Co-operation Service, described the Department's conciliation and arbitration services, and the activities of his section in promoting labour-management co-operation. Philip Cohen, Analysis Division, Economics and Research Branch, gave a brief description of the research programs and other work being carried out by that Branch of the Department.

The students visited the local office of the National Employment Service, where they had a chance to study at first hand the work and methods of the NES.

Labour Leadership Training Program No. 2 is being conducted jointly by the Canadian Labour Congress and the External Aid Office, and is being financed by the latter. The students, 28 of whom are taking part in the course, are all trade unionists, and they come from various part of the world including: Brunei (Borneo), Ceylon, Guyana, Hong Kong, Malaysia, Mauritius, Nigeria, Korea, Sierra Leone, Singapore, and the West Indian islands of Barbadoes, Dominica, Grenada, Montserrat and Trinidad.

The program lasts for five months. The students were using Ottawa as a base, and are to spend two months there, one at the beginning of the course and one at the end. Two weeks were being spent in a study of co-operatives and trade unions, and another two weeks in a study of technical and vocational training. While outside Ottawa, the party was divided into four groups, each of which was to tour a different part of the country.

## Alcan agreement

### a "first" for North America

A labour agreement considered as "a first in North America" was signed July 15 with the Aluminum Company of Canada in Kingston. The agreement, which took months of negotiation, eliminates hourly-based wages and calls for a weekly wage equal to 40 times the old hourly wage, with overtime still to be paid on time worked in excess of 40 hours a week.

Also unique in Canadian labour negotiations was the fact that the two unions, Local 343 of the Steelworkers, and Local 54 of the International Association of Machinists and Aerospace Workers (CLC) bargained together for a single contract.

Wage increases ranging from 22 cents to 57 cents an hour will be provided over a two-year period retroactive to May 18.

## Joseph Connolly dies at 60

Joseph Connolly, 60, General Organizer in Canada for the United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry of the United States and Canada since 1946, died in Toronto on July 18 after a short illness.

Mr. Connolly was born in Scotland, and his parents emigrated to Canada a few months later. He began work as a plumbing apprentice with the Purdy Mensell Co. of Toronto in 1926. He joined Local 46 of the plumbers' union in 1928, and was soon elected to office in the union. He was elected president of the local in 1937, and he also took over the office of secretary-treasurer in 1941. From 1937 to 1945, in addition, he served as president of the Ontario Pipe Trades Council.

In 1945, he was appointed special representative of the United Association; and in the following year, at the union's convention in Atlantic City, he was elected General Organizer for Canada. He was re-elected to the position in 1951, 1956 and 1961.

Mr. Connolly had often served as chairman of the resolutions committee at conventions of the Canadian Labour Congress. He has also been a Congress delegate to the ILO conference, and a fraternal delegate from the CLC to the British Trades Union Congress. He had been a director of the board of Polymer Corporation as a representative of labour since 1962, and also served as a member of the negotiating committee of Division No. 4 (Canadian), Railway Employees' Department, AFL-CIO.



The Canada Labour Relations Board has revised its Rules of Procedure with respect to the payments that must be made by members of trade unions in order to be considered by the Board to be union members in good standing for purposes of the certification of trade unions as bargaining agents pursuant to the Industrial Relations and Disputes Investigation Act.

The new Rule provides that each trade union member shall, on his own behalf, have paid at least \$2.00 as union dues for or within the prescribed period of some three to four months prior to the date of the application for certification.

A further section of the new Rule, designed to cover newly-organized members of unions, provides that members who have joined the union within a similar period of three to four months shall on their own behalf have paid on account of the union application or admission fee an amount of at least \$2.00.

Finally, the Order in Council embodying the Rule change, as published in *The Canada Gazette* on July 13, 1966, provides that notwithstanding the revisions, the Canada Labour Relations Board may, in respect of applications for certification filed within two months from July 13, deem a person who would qualify under the old membership Rule to be a member in good standing. This saving clause is intended to provide a period of time within which trade unions may adjust their organizing practices and procedures in the event that they have established monthly dues or admission fees at an amount that is less than \$2.00; or, in the case of certain trade unions, may have reduced the amount of their regular dues or admission fees to an amount less than \$2.00 for the purpose of an organizing campaign or for some other reason.

The effect of the amended Rule relating to trade union membership in good standing is that all unions are placed on an equal basis with respect to the collection of amounts of initiation fees and dues in seeking certification as bargaining agents of units of employees within federal jurisdiction. Notwithstanding a union's constitutional provisions, the payment of \$2.00 within the prescribed period of time will establish membership in good standing for the purposes of an application for certification.

Under the original Rule, the amounts of fees or dues necessary to establish membership in good standing were based on the amounts specified in the constitu-

tions and by-laws of the unions. Such amounts varied widely and in some cases the provisions of the constitutions and by-laws were conflicting and uncertain. The amended Rule, therefore, will in addition make for more expeditious processing of applications for certification in the federal area of jurisdiction.

The amended text of Rule 15 of the Board's Rules of Procedure follows, with the amended parts in italics:

#### Member in Good Standing

15. For the purposes of section 7 of the Act, a member in good standing of a trade union shall be deemed by the Board to be a person who, in the opinion of the Board, is at the date of the application for certification

(a) a member of the union; and

(b) *has, on his own behalf, paid at least two dollars as union dues for or within the period commencing on the first day of the third month preceding the calendar month in which the application is made and ending on the date of the application; or*

(c) *where he has joined the union within the period mentioned in paragraph (b) has, on his own behalf, paid on account of the union application or admission fee an amount of at least two dollars.*

(2) *Notwithstanding subsection (1), the Board may, in respect of applications for certification filed within two months from the day of publication of this section in The Canada Gazette, deem a person who would qualify as a member in good standing of a trade union under section 15 of the said Rules as it stood before the enactment of this section, to be a member in good standing of a trade union.*

#### CLC Commission will study Canadian labour movement

Donald MacDonald of Ottawa, National Secretary-Treasurer of the Canadian Labour Congress, was chosen July 8 to head a newly-formed Constitution and Structure Commission to study the Canadian labour movement. The announcement was made by President Claude Jodoin at the recent national CLC convention (L.G., June, p. 280).

Other persons named as members of the commission were William Ladyman of Toronto, an Executive Vice-President of the CLC and General Vice-President

#### Proceedings in July

"A measure to authorize the payment of contributions by Canada toward the cost of insured medical care services incurred by provinces pursuant to provincial medical care insurance plans" was introduced by the Minister of National Health and Welfare, and after consideration in committee was given first reading as Bill C-227 on July 12 (*Hansard*, p. 7606).

During the debate on the second reading of Bill C-215, the Minister of Labour gave the House a detailed explanation of the events that took place during negotiation of the settlement of the longshoremen's strike at the ports of Montreal, Trois-Rivières and Quebec; and the agreement that had been reached at that time regarding the enactment of legislation to enforce the findings of an industrial inquiry commission to be appointed to enquire into the reorganization of longshoremen's gangs and other changes that might result in increased productivity (p. 7518). The bill passed second and third reading on July 14 after lengthy debate (pp. 7722, 7726).

The Government's intention to introduce—when the House reconvenes in the autumn—a program that would guarantee a minimum monthly income of \$105 to old age security recipients, was announced by the Minister of National Health and Welfare in the House on July 14 (p. 7651). The Minister said that the annual cost to the treasury of such a program at the beginning would be in the neighbourhood of \$225,000,000, and that the revenue measures that would be needed to meet this burden were being considered.

of the International Brotherhood of Electrical Workers; three Regional Vice-Presidents of the CLC—Larry Sefton, Toronto, District Director of the United Steelworkers, Robert Smeal, Vancouver, Business Manager of the Canadian Air Line Flight Attendants' Association, and William Smith, Ottawa, President of the Canadian Brotherhood of Railway, Transport and General Workers; Fred Dowling, Toronto, Canadian Vice-President of the United Packinghouse Workers; and Gérard Rancourt, Montreal, General Secretary of the Quebec Federation of Labour.



# Texts of Conventions and Recommendations At 50th International Labour Conference

## Text of the Convention Concerning Fishermen's Certificates of Competency

The General Conference of the International Labour Organization,

Having been convened at Geneva by the Governing Body of the International Labour Office, and having met in its Fiftieth Session on 1 June 1966, and

Having decided upon the adoption of certain proposals with regard to fishermen's certificates of competency, which is included in the sixth item on the agenda of the session, and

Noting the provisions of the Officers' Competency Certificates Convention, 1936, which provides that no person shall be engaged to perform or shall perform on board any vessel to which it applies the duties of master or skipper, navigating officer in charge of a watch, chief engineer, or engineer officer in charge of a watch, unless he holds a certificate of competency to perform such duties issued or approved by the public authority of the territory where the vessel is registered, and

Considering that experience has shown that further international standards specifying minimum requirements for certificates of competency for service in fishing vessels are desirable, and

Having determined that these standards shall take the form of an international Convention,

adopts this 21st day of June of the year one thousand nine hundred and sixty-six the following Convention, which may be cited as the Fishermen's Competency Certificates Convention, 1966:

### PART I. SCOPE AND DEFINITIONS

#### Article 1

For the purposes of this Convention, the term "fishing vessel" includes all ships and boats, of any nature whatsoever, whether publicly or privately owned, which are engaged in maritime fishing in salt waters and are registered in a terri-

tory for which the Convention is in force, with the exception of—

- (a) ships and boats of less than 25 gross registered tons;
- (b) ships and boats engaged in whaling or similar pursuits;
- (c) ships and boats engaged in fishing for sport or recreation; and
- (d) fishery research and fishery protection vessels.

#### Article 2

The competent authority may, after consultation with the fishing vessel owners' and fishermen's organizations, where such exist, exempt from this Convention fishing vessels engaged in inshore fishing, as defined by national laws and regulations.

#### Article 3

For the purpose of this Convention, the following terms have the meanings hereby assigned to them:

- (a) skipper: any person having command or charge of a fishing vessel;
- (b) mate: any person exercising subordinate command of a fishing vessel, including any person, other than a pilot, liable at any time to be in charge of the navigation of such a vessel; and
- (c) engineer: any person permanently responsible for the mechanical propulsion of a fishing vessel.

### PART II. CERTIFICATION

#### Article 4

Each Member which ratifies this Convention shall establish standards of qualification for certificates of competency entitling a person to perform the duties of skipper, mate or engineer on board a fishing vessel.

#### Article 5

1. All fishing vessels to which this Convention applies shall be required to carry a certificated skipper.

2. All fishing vessels over 100 gross registered tons engaged in operations and areas to be defined by national laws or regulations shall be required to carry a certificated mate.

3. All fishing vessels with an engine power above a level to be determined by the competent authority, after consultation with the fishing vessel owners' and fishermen's organizations, where such exist, shall be required to carry a certificated engineer: Provided that the skipper or mate of a fishing vessel may act as engineer in appropriate cases and on condition that he also holds an engineer's certificate.

4. The certificates of skippers, mates or engineers may be full or limited, according to the size, type, and nature and area of operations of the fishing vessel, as determined by national laws or regulations.

5. The competent authority may in individual cases permit a fishing vessel to put to sea without the full complement of certificated personnel if it is satisfied that no suitable substitutes are available and that, having regard to all the circumstances of the case, it is safe to allow the vessel to put to sea.

#### Article 6

1. The minimum age prescribed by national laws or regulations for the issue of a certificate of competency shall be not less than—

- (a) 20 years in the case of a skipper;
- (b) 19 years in the case of a mate; and
- (c) 20 years in the case of an engineer.

2. For the purpose of service as a skipper or mate in a fishing vessel engaged in inshore fishing and for the purpose of service as an engineer in small fishing vessels with an engine power below a level to be determined by the competent authority after consultation with the fishing vessel owners' and fishermen's organizations, where such exist, the minimum age may be fixed at 18 years.

#### Article 7

The minimum professional experience prescribed by national laws or regulations for the issue of a mate's certificate of competency shall be not less than three years' sea service engaged in deck duties.

### Article 8

1. The minimum professional experience prescribed by national laws or regulations for the issue of a skipper's certificate of competency shall be not less than four years' sea service engaged in deck duties.

2. The competent authority may, after consultation with the fishing vessel owners' and fishermen's organizations, where such exist, require a part of this period to be served as a certificated mate; where national laws or regulations provide for the issue of different grades of certificates of competency, full and limited, to skippers of fishing vessels, the nature of the qualifying service as a certificated mate or the type of certificate held while performing such qualifying service may vary accordingly.

### Article 9

1. The minimum professional experience prescribed by national laws or regulations for the issue of an engineer's certificate of competency shall be not less than three years' sea service in the engine-room.

2. In the case of a certificated skipper or mate a shorter qualifying period of sea service may be prescribed.

3. In the case of the small fishing vessels referred to in Article 6, paragraph 2, of this Convention the competent authority may, after consultation with the fishing vessel owners' and fishermen's organizations, where such exist, prescribe a qualifying period of sea service of 12 months.

4. Work in an engineering workshop may be regarded as equivalent to sea service for part of the qualifying periods provided for in paragraphs 1 to 3 of this Article.

### Article 10

In respect of persons who have successfully completed an approved training course, the periods of sea service required in virtue of Articles 7, 8 and 9 of this Convention may be reduced by the period of training, but in no case by more than 12 months.

## PART III. EXAMINATIONS

### Article 11

In the examinations organized and supervised by the competent authority for the purpose of testing whether candidates for competency certificates possess the qualifications necessary for performing the corresponding duties, the candidates shall be required to show knowledge, appropriate to the categories and grades of certificates, of such subjects as—

- (a) in the case of skippers and mates—
  - (i) general nautical subjects, in-

cluding seamanship, shiphandling and safety of life at sea, and a proper knowledge of the International Regulations for Preventing Collisions at Sea;

- (ii) practical navigation, including the use of electronic and mechanical aids to navigation; and
- (iii) safe working practices, including safety in the handling of fishing gear.

(b) in the case of engineers—

- (i) theory, operation, maintenance and repair of steam or internal combustion engines and related auxiliary equipment;
- (ii) operation, maintenance and repair of refrigeration systems, pumps, deck winches and other mechanical equipment of fishing vessels, including the effects on stability;
- (iii) principles of shipboard electric power installations, and maintenance and repair of the electrical machinery and equipment of fishing vessels; and
- (iv) engineering safety precautions and emergency procedures, including the use of life-saving and fire-fighting appliances.

### Article 12

The examinations for certificates of skippers and mates referred to in Article 11, clause (a), of this Convention may also cover the following subjects:

- (a) fishing techniques, including where appropriate the operation of electronic fish-finding devices, and the operation, maintenance and repair of fishing-gear; and
- (b) stowage, cleaning and processing of fish on board.

### Article 13

During a period of three years from the date of the coming into force of national laws or regulations giving effect to the provisions of this Convention, competency certificates may be issued to persons who have not passed an examination referred to in Articles 11 and 12 of this Convention, but who have in fact had sufficient practical experience of the duties corresponding to the certificate in question and have no record of any serious technical error against them.

## PART IV. ENFORCEMENT MEASURES

### Article 14

1. Each Member shall ensure the enforcement of national laws or regulations giving effect to the provisions of this Convention by an efficient system of inspection.

2. National laws or regulations giving effect to the provisions of this Conven-

tion shall provide for the cases in which the authorities of a Member may detain vessels registered in its territory on account of a breach of these laws or regulations.

### Article 15

1. National laws or regulations giving effect to the provisions of this Convention shall prescribe penalties or disciplinary measures for cases in which these laws or regulations are not respected.

2. In particular, such penalties or disciplinary measures shall be prescribed for cases in which—

- (a) a fishing vessel owner or his agent, or a skipper, has engaged a person not certificated as required; and
- (b) a person has obtained by fraud or forged documents an engagement to perform duties requiring certification without holding the requisite certificate.

## PART V. FINAL PROVISIONS

### Article 16

The formal ratifications of this Convention shall be communicated to the Director-General of the International Labour Office for registration.

### Article 17

1. This Convention shall be binding only upon those Members of the International Labour Organization whose ratifications have been registered with the Director-General.

2. It shall come into force twelve months after the date on which the ratifications of two Members have been registered with the Director-General.

3. Thereafter, this Convention shall come into force for any Member twelve months after the date on which its ratification has been registered.

### Article 18

1. A Member which has ratified this Convention may denounce it after the expiration of ten years from the date on which the Convention first comes into force, by an act communicated to the Director-General of the International Labour Office for registration. Such denunciation shall not take effect until one year after the date on which it is registered.

2. Each Member which has ratified this Convention and which does not, within the year following the expiration of the period of ten years mentioned in the preceding paragraph, exercise the right of denunciation provided for in this Article, will be bound for another period of ten years and, thereafter, may denounce this Convention at the expiration of each period of ten years under the terms provided for in this Article.



## Article 19

1. The Director-General of the International Labour Office shall notify all Members of the International Labour Organization of the registration of all ratifications and denunciations communicated to him by the Members of the Organization.

2. When notifying the Members of the Organization of the registration of the second ratification communicated to him, the Director-General shall draw the attention of the Members of the Organization to the date upon which the Convention will come into force.

## Article 20

The Director-General of the International Labour Office shall communicate to the Secretary-General of the United Nations for registration in accordance with Article 102 of the Charter of the United Nations full particulars of all ratifications and acts of denunciation registered by him in accordance with the provisions of the preceding Articles.

## Article 21

At such times as it may consider necessary the Governing Body of the International Labour Office shall present to the General Conference a report on the working of this Convention and shall examine the desirability of placing on the agenda of the Conference the question of its revision in whole or in part.

## Article 22

1. Should the Conference adopt a new Convention revising this Convention in whole or in part, then, unless the new Convention otherwise provides—

(a) the ratification by a Member of the new revising Convention shall *ipso jure* involve the immediate denunciation of this Convention, notwithstanding the provisions of Article 18 above, if and when the new revising Convention shall have come into force;

(b) as from the date when the new revising Convention comes into force this Convention shall cease to be open to ratification by the Members.

2. This Convention shall in any case remain in force in its actual form and content for those Members which have ratified it but have not ratified the revising Convention.

## Article 23

The English and French versions of the text of this Convention are equally authoritative.

## Text of the Convention Concerning Accommodation on Board Fishing Vessels

The General Conference of the International Labour Organization,

Having been convened at Geneva by the Governing Body of the International Labour Office, and having met in its Fiftieth Session on 1 June 1966, and

Having decided upon the adoption of certain proposals with regard to accommodation on board fishing vessels, which is included in the sixth item on the agenda of the session, and

Having determined that these proposals shall take the form of an international Convention,

adopts this 21st day of June of the year one thousand nine hundred and sixty-six the following Convention, which may be cited as the Accommodation of Crews (Fishermen) Convention, 1966:

### PART I. GENERAL PROVISIONS

#### Article 1

1. This Convention applies to all sea-going mechanically propelled ships and boats of any nature whatsoever, whether publicly or privately owned, which are engaged in maritime fishing in salt waters and are registered in a territory for which this Convention is in force.

2. National laws or regulations shall determine when ships and boats are to be regarded as sea-going for the purpose of this Convention.

3. This Convention does not apply to ships and boats of less than 75 tons: Provided that the Convention shall be applied to ships and boats of between 25 and 75 tons where the competent authority determines, after consultation with the fishing-vessel owners' and fishermen's organizations where such exist, that this is reasonable and practicable.

4. The competent authority may, after consultation with the fishing-vessel owners' and fishermen's organizations where such exist, use length instead of tonnage as a parameter for the purposes of this Convention, in which event the Convention does not apply to ships and boats of less than 80 feet (24.4 metres) in length: Provided that the Convention shall be applied to ships and boats of between 45 and 80 feet (13.7 and 24.4 metres) in length where the competent authority determines, after consultation with the fishing-vessel owners' and fishermen's organizations where such exist, that this is reasonable and practicable.

5. This Convention does not apply to—

- (a) ships and boats normally employed in fishing for sport or recreation;
- (b) ships and boats primarily propelled by sail but having auxiliary engines;
- (c) ships and boats engaged in whaling or similar pursuits; and
- (d) fishery research and fishery protection vessels.

6. The following provisions of this Convention do not apply to vessels which normally remain away from their home ports for periods of less than 36 hours and in which the crew does not live permanently on board when in port:

- (a) Article 9, paragraph 4;
- (b) Article 10;
- (c) Article 11;
- (d) Article 12;
- (e) Article 13, paragraph 1;
- (f) Article 14;
- (g) Article 16:

Provided that in such vessels adequate sanitary installations as well as messing and cooking facilities and accommodation for resting shall be provided.

7. The provisions of Part III of this Convention may be varied in the case of any vessel if the competent authority is satisfied, after consultation with the fishing-vessel owners' and fishermen's organizations where such exist, that the variations to be made provide corresponding advantages as a result of which the over-all conditions are no less favourable than those that would result from the full application of the provisions of the Convention; particulars of all such variations shall be communicated by the Member to the Director-General of the International Labour Office, who shall notify the Members of the International Labour Organization.

#### Article 2

In this Convention—

- (a) the term "fishing vessel" or "vessel" means a ship or boat to which the Convention applies;
- (b) the term "tons" means gross registered tons;
- (c) the term "length" means the length measured from the fore part of the stem on the line of the fore-castle deck to the after side of the head of the sternpost, or to the foreside of the rudderstock where no sternpost exists;
- (d) the term "officer" means a person other than a skipper ranked as an officer by national laws or regulations or, in the absence of any relevant laws or regulations, by collective agreement or custom;
- (e) the term "rating" means a member of the crew other than an officer;

- (f) the term "crew accommodation" includes such sleeping rooms, mess rooms and sanitary accommodation as are provided for the use of the crew;
- (g) the term "prescribed" means prescribed by national laws or regulations, or by the competent authority;
- (h) the term "approved" means approved by the competent authority;
- (i) the term "re-registered" means re-registered on the occasion of a simultaneous change in the territory of registration and in the ownership of the vessel.

#### Article 3

1. Each Member for which this Convention is in force undertakes to maintain in force laws or regulations which ensure the application of the provisions of Parts II, III and IV of this Convention.

2. The laws or regulations shall—

- (a) require the competent authority to bring them to the notice of all persons concerned;
- (b) define the persons responsible for compliance therewith;
- (c) provide for the maintenance of a system of inspection adequate to ensure effective enforcement;
- (d) prescribe adequate penalties for any violation thereof;
- (e) require the competent authority to consult periodically the fishing-vessel owners' and fishermen's organizations, where such exist, in regard to the framing of regulations, and to collaborate so far as practicable with such parties in the administration thereof.

### PART II. PLANNING AND CONTROL OF CREW ACCOMMODATION

#### Article 4

Before the construction of a fishing vessel is begun, and before the crew accommodation of an existing vessel is substantially altered or reconstructed, detailed plans of, and information concerning, the accommodation shall be submitted to the competent authority for approval.

#### Article 5

1. On every occasion when—

- (a) a fishing vessel is registered or re-registered,
- (b) the crew accommodation of a vessel has been substantially altered or reconstructed, or
- (c) complaint that the crew accommodation is not in compliance with the terms of this Convention has been made to the competent authority, in the prescribed manner and in time to prevent any delay to the vessel, by a recognized fishermen's organization representing all or part of the crew or

by a prescribed number or proportion of the members of the crew of the vessel,

the competent authority shall inspect the vessel and satisfy itself that the crew accommodation complies with the requirements of the laws and regulations.

2. Periodical inspections may be held at the discretion of the competent authority.

### PART III. CREW ACCOMMODATION REQUIREMENTS

#### Article 6

1. The location, means of access, structure and arrangement of crew accommodation in relation to other spaces shall be such as to ensure adequate security, protection against weather and sea and insulation from heat or cold, undue noise or effluvia from other spaces.

2. Emergency escapes shall be provided from all crew accommodation spaces as necessary.

3. Every effort shall be made to exclude direct openings into sleeping rooms from fish holds and fish meal rooms, from spaces for machinery, from galleys, lamp and paint rooms or from engine, deck and other bulk store rooms, drying rooms, communal wash places or water closets. That part of the bulkhead separating such places from sleeping rooms and external bulkheads shall be efficiently constructed of steel or other approved substance and shall be watertight and gastight.

4. External bulkheads of sleeping rooms and mess rooms shall be adequately insulated. All machinery casings and all boundary bulkheads of galleys and other spaces in which heat is produced shall be adequately insulated when there is a possibility of resulting heat effects in adjoining accommodation or passageways. Care shall also be taken to provide protection from heat effects of steam and/or hot water service pipes.

5. Internal bulkheads shall be of approved material which is not likely to harbour vermin.

6. Sleeping rooms, mess rooms, recreation rooms and passageways in the crew accommodation space shall be adequately insulated to prevent condensation or overheating.

7. Main steam and exhaust pipes for winches and similar gear shall, whenever technically possible, not pass through crew accommodation or through passageways leading to crew accommodation; where they do pass through such accommodation or passageways they shall be adequately insulated and encased.

8. Inside panelling or sheeting shall be of material with a surface easily kept clean. Tongued and grooved boarding or any other form of construction likely to harbour vermin shall not be used.

9. The competent authority shall decide to what extent fire prevention or fire retarding measures shall be required to be taken in the construction of the accommodation.

10. The wall surface and deckheads in sleeping rooms and mess rooms shall be easily kept clean and, if painted, shall be light in colour; lime wash must not be used.

11. The wall surfaces shall be renewed or restored as necessary.

12. The decks in all crew accommodation shall be of approved material and construction and shall provide a surface impervious to damp and easily kept clean.

13. Overhead exposed decks over crew accommodation shall be sheathed with wood or equivalent insulation.

14. Where the floorings are of composition the joinings with sides shall be rounded to avoid crevices.

15. Sufficient drainage shall be provided.

16. All practicable measures shall be taken to protect crew accommodation against the admission of flies and other insects.

#### Article 7

1. Sleeping rooms and mess rooms shall be adequately ventilated.

2. The system of ventilation shall be controlled so as to maintain the air in a satisfactory condition and to ensure a sufficiency of air movement in all conditions of weather and climate.

3. Vessels regularly engaged on voyages in the tropics and other areas with similar climatic conditions shall, as required by such conditions, be equipped both with mechanical means of ventilation and with electric fans: Provided that one only of these means need be adopted in spaces where this ensures satisfactory ventilation.

4. Vessels engaged elsewhere shall be equipped either with mechanical means of ventilation or with electric fans. The competent authority may exempt vessels normally employed in the cold waters of the northern or southern hemispheres from this requirement.

5. Power for the operation of the aids to ventilation required by paragraphs 3 and 4 of this Article shall, when practicable, be available at all times when the crew is living or working on board and conditions so require.



### Article 8

1. An adequate system of heating the crew accommodation shall be provided as required by climatic conditions.

2. The heating system shall, when practicable, be in operation at all times when the crew is living or working on board and conditions so require.

3. Heating by means of open fires shall be prohibited.

4. The heating system shall be capable of maintaining the temperature in crew accommodation at a satisfactory level under normal conditions of weather and climate likely to be met with on service; the competent authority shall prescribe the standard to be provided.

5. Radiators and other heating apparatus shall be so placed and, where necessary, shielded and fitted with safety devices as to avoid risk of fire or danger or discomfort to the occupants.

### Article 9

1. All crew spaces shall be adequately lighted. The minimum standard for natural lighting in living rooms shall be such as to permit a person with normal vision to read on a clear day an ordinary newspaper in any part of the space available for free movement. When it is not possible to provide adequate natural lighting, artificial lighting of the above minimum standard shall be provided.

2. In all vessels electric lights shall, as far as practicable, be provided in the crew accommodation. If there are not two independent sources of electricity for lighting, additional lighting shall be provided by properly constructed lamps or lighting apparatus for emergency use.

3. Artificial lighting shall be so disposed as to give maximum benefit to the occupants of the room.

4. Adequate reading light shall be provided for every berth in addition to the normal lighting of the cabin.

5. A permanent blue light shall, in addition, be provided in the sleeping room during the night.

### Article 10

1. Sleeping rooms shall be situated amidships or aft; the competent authority may, in particular cases, if the size, type or intended service of the vessel renders any other location, unreasonable or impracticable, permit the location of sleeping rooms in the fore part of the vessel, but in no case forward of the collision bulkhead.

2. The floor area per person of sleeping rooms, excluding space occupied by berths and lockers, shall not be less than—

(a) in vessels of 25 tons but below 50 tons—5.4 sq.ft. (0.5 sq.m.);

(b) in vessels of 50 tons but below 100 tons—8.1 sq.ft. (0.75 sq.m.);

(c) in vessels of 100 tons but below 250 tons—9.7 sq.ft. (0.9 sq.m.); and

(d) in vessels of 250 tons or over—10.8 sq.ft. (1.0 sq.m.).

3. Where the competent authority decides, as provided for in Article 1, paragraph 4, of this Convention, that length shall be the parameter for this Convention, the floor area per person of sleeping rooms, excluding space occupied by berths and lockers, shall not be less than—

(a) in vessels of 45 feet (13.7 m.) but below 65 feet (19.8 m.) in length—5.4 sq.ft. (0.5 sq.m.);

(b) in vessels of 65 feet (19.8 m.) but below 88 feet (26.8 m.) in length—8.1 sq.ft. (0.75 sq.m.);

(c) in vessels of 88 feet (26.8 m.) but below 115 feet (35.1 m.) in length—9.7 sq.ft. (0.9 sq.m.); and

(d) in vessels of 115 feet (35.1 m.) in length or over—10.8 sq.ft. (1.0 sq.m.).

4. The clear head room in the crew sleeping room shall, wherever possible, be not less than 6 feet 3 inches (1.90 metres).

5. There shall be a sufficient number of sleeping rooms to provide a separate room or rooms for each department: Provided that the competent authority may relax this requirement in the case of small vessels.

6. The number of persons allowed to occupy sleeping rooms shall not exceed the following maxima:

(a) officers: one person per room wherever possible, and in no case more than two; and

(b) ratings: two or three persons per room wherever possible, and in no case more than the following:

(i) in vessels of 250 tons and over, four persons; and

(ii) in vessels under 250 tons, six persons.

7. Where the competent authority decides, as provided for in Article 1, paragraph 4, of this Convention, that length shall be the parameter for this Convention, the number of ratings allowed to occupy sleeping rooms shall in no case be more than the following:

(a) in vessels of 115 feet (35.1 m.) in length and over, four persons; and

(b) in vessels under 115 feet (35.1 m.) in length, six persons.

8. The competent authority may permit exceptions to the requirements of paragraphs 6 and 7 of this Article in particular cases if the size, type or intended service of the vessel make these requirements unreasonable or impracticable.

9. The maximum number of persons to be accommodated in any sleeping room shall be legibly and indelibly marked in some place in the room where it can conveniently be seen.

10. Members of the crew shall be provided with individual berths.

11. Berths shall not be placed side by side in such a way that access to one berth can be obtained only over another.

12. Berths shall not be arranged in tiers of more than two; in the case of berths placed along the vessel's side, there shall be only a single tier where a sidelight is situated above a berth.

13. The lower berth in a double tier shall not be less than 12 inches (0.30 metre) above the floor; the upper berth shall be placed approximately midway between the bottom of the lower berth and the lower side of the deckhead beams.

14. The minimum inside dimensions of a berth shall wherever practicable be 6 feet 3 inches by 2 feet 3 inches (1.90 metres by 0.68 metre).

15. The framework and the lee-board, if any, of a berth shall be of approved material, hard, smooth and not likely to corrode or to harbour vermin.

16. If tubular frames are used for the construction of berths, they shall be completely sealed and without perforations which would give access to vermin.

17. Each berth shall be fitted with a spring mattress of approved material or with a spring bottom and a mattress of approved material. Stuffing of straw or other material likely to harbour vermin shall not be used.

18. When one berth is placed over another a dust-proof bottom of wood, canvas or other suitable material shall be fitted beneath the upper berth.

19. Sleeping rooms shall be so planned and equipped as to ensure reasonable comfort for the occupants and to facilitate tidiness.

20. The furniture shall include a clothes locker for each occupant, fitted with a hasp for a padlock and a rod for holding clothes on hangers. The competent authority shall ensure that the locker is as commodious as practicable.

21. Each sleeping room shall be provided with a table or desk, which may be of the fixed, dropleaf or slide-out type, and with comfortable seating accommodation as necessary.

22. The furniture shall be of smooth, hard material not liable to warp or corrode, or to harbour vermin.

23. The furniture shall include a drawer or equivalent space for each occupant which shall, wherever practicable, be not less than 2 cubic feet (0.056 cubic metre).

24. Sleeping rooms shall be fitted with curtains for the sidelights.

25. Sleeping rooms shall be fitted with a mirror, small cabinets for toilet requisites, a book rack and a sufficient number of coat hooks.

26. As far as practicable, berthing of crew members shall be so arranged that watches are separated and that no day-men share a room with watch-keepers.

#### Article 11

1. Mess room accommodation separate from sleeping quarters shall be provided in all vessels carrying a crew of more than ten persons. Wherever possible it shall be provided also in vessels carrying a smaller crew; if, however, this is impracticable, the mess room may be combined with the sleeping accommodation.

2. In vessels engaged in fishing on the high seas and carrying a crew of more than 20, separate mess room accommodation may be provided for the skipper and officers.

3. The dimensions and equipment of each mess room shall be sufficient for the number of persons likely to use it at any one time.

4. Mess rooms shall be equipped with tables and approved seats sufficient for the number of persons likely to use them at any one time.

5. Mess rooms shall be as close as practicable to the galley.

6. Where pantries are not accessible to mess rooms, adequate lockers for mess utensils and proper facilities for washing them shall be provided.

7. The tops of tables and seats shall be of damp-resisting material, without cracks and easily kept clean.

8. Wherever practicable mess rooms shall be planned, furnished and equipped to give recreational facilities.

#### Article 12

1. Sufficient sanitary accommodation, including washbasins and tub and/or shower baths, shall be provided in all vessels.

2. Sanitary facilities for all members of the crew who do not occupy rooms to which private facilities are attached shall, wherever practicable, be provided for each department of the crew on the following scale:

- (a) one tub and/or shower bath for every eight persons or less;
- (b) one water closet for every eight persons or less; and
- (c) one wash basin for every six persons or less;

Provided that when the number of persons in a department exceeds an even multiple of the specified number by less

than one-half of the specified number, this surplus may be ignored for the purpose of this paragraph.

3. Cold fresh water and hot fresh water or means of heating water shall be available in all communal wash places. The competent authority, in consultation with the fishing-vessel owners' and fishermen's organizations where such exist, may fix the minimum amount of fresh water which shall be supplied per man per day.

4. Wash basins and tub baths shall be of adequate size and constructed of approved material with a smooth surface not liable to crack, flake or corrode.

5. All water closets, shall have ventilation to the open air, independently of any other part of the accommodation.

6. The sanitary equipment to be placed in water closets shall be of an approved pattern and provided with an ample flush of water, available at all times and independently controllable.

7. Soil pipes and waste pipes shall be of adequate dimensions and shall be so constructed as to minimise the risk of obstruction and to facilitate cleaning. They shall not pass through fresh water or drinking water tanks; neither shall they, if practicable, pass overhead in mess rooms or sleeping accommodation.

8. Sanitary accommodation intended for the use of more than one person shall comply with the following requirements:

- (a) floors shall be of approved durable material, easily cleaned and impervious to damp, and shall be properly drained;
- (b) bulkheads shall be of steel or other approved material and shall be watertight up to at least 9 inches (0.23 metre) above the level of the deck;
- (c) the accommodation shall be sufficiently lighted, heated and ventilated; and
- (d) water closets shall be situated convenient to, but separate from, sleeping rooms and washrooms, without direct access from the sleeping rooms or from a passage between sleeping rooms and water closets to which there is no other access: Provided that this requirement shall not apply where a water closet is located between two sleeping rooms having a total of not more than four persons;

(e) where there is more than one water closet in a compartment, they shall be sufficiently screened to ensure privacy.

9. Facilities for washing and drying clothes shall be provided on a scale appropriate to the size of the crew and the normal duration of the voyage.

10. The facilities for washing clothes shall include suitable sinks equipped with

drainage which may be installed in washrooms if separate laundry accommodation is not reasonably practicable. The sinks shall be provided with an adequate supply of cold fresh water and hot fresh water or means of heating water.

11. The facilities for drying clothes shall be provided in a compartment separate from sleeping rooms, mess rooms and water closets, adequately ventilated and heated and equipped with lines or other fittings for hanging clothes.

#### Article 13

1. Wherever possible, an isolated cabin shall be provided for a member of the crew who suffers from illness or injury. On vessels of 500 tons or over there shall be a sick bay. Where the competent authority decides, as provided for in Article 1, paragraph 4, of this Convention, that length shall be the parameter for this Convention, there shall be a sick bay on vessels of 150 ft (45.7 metres) in length or over.

2. An approved medicine chest with readily understandable instructions shall be carried in every vessel which does not carry a doctor. In this connection the competent authority shall give consideration to the Ships' Medicine Chests Recommendation, 1958, and the Medical Advice at Sea Recommendation, 1958.

#### Article 14

Sufficient and adequately ventilated accommodation for the hanging of oilskins shall be provided outside but convenient to the sleeping rooms.

#### Article 15

Crew accommodation shall be maintained in a clean and decently habitable condition and shall be kept free of goods and stores which are not the personal property of the occupants.

#### Article 16

1. Satisfactory cooking equipment shall be provided on board and shall, wherever practicable, be fitted in a separate galley.

2. The galley shall be of adequate dimensions for the purpose and shall be well lighted and ventilated.

3. The galley shall be equipped with cooking utensils, the necessary number of cupboards and shelves, and sinks and dish racks of rust-proof material and with satisfactory drainage. Drinking water shall be supplied to the galley by means of pipes; where it is supplied under pressure, the system shall contain protection against backflow. Where hot water is not supplied to the galley, an



apparatus for heating water shall be provided.

4. The galley shall be provided with suitable facilities for the preparation of hot drinks for the crew at all times.

5. A provision storeroom of adequate capacity shall be provided which can be kept dry, cool and well ventilated in order to avoid deterioration of the stores. Where necessary, refrigerators or other low-temperature storage space shall be provided.

6. Where butane or propane gas is used for cooking purposes in the galley the gas containers shall be kept on the open deck.

#### PART IV. APPLICATION TO EXISTING SHIPS

##### Article 17

1. Subject to the provisions of paragraphs 2, 3 and 4 of this Article, this Convention applies to vessels the keels of which are laid down subsequent to the coming into force of the Convention for the territory of registration.

2. In the case of a vessel which is fully complete on the date of the coming into force of this Convention for the territory of registration and which is below the standard set by Part III of this Convention, the competent authority may, after consultation with the fishing-vessel owners' and fishermen's organizations where such exist, require such alterations for the purpose of bringing the vessel into conformity with the requirements of the Convention as it deems possible having regard to the practical problems involved, to be made when—

(a) the vessel is re-registered; and

(b) substantial structural alterations or major repairs are made to the vessel as a result of long-range plans and not as a result of an accident or an emergency.

3. In the case of a vessel in the process of building and/or reconversion on the date of the coming into force of this Convention for the territory of registration, the competent authority may, after consultation with the fishing-vessel owners' and fishermen's organizations where such exist, require such alterations for the purpose of bringing the vessel into conformity with the requirements of the Convention as it deems possible having regard to the practical problems involved; such alterations shall constitute final compliance with the terms of this Convention, unless and until the vessel be re-registered.

4. In the case of a vessel, other than such a vessel as is referred to in paragraphs 2 and 3 of this Article or a vessel to which the provisions of this Con-

vention were applicable while she was under construction, being re-registered in a territory after the date of the coming into force of this Convention for that territory, the competent authority may, after consultation with the fishing-vessel owners' and fishermen's organizations where such exist, require such alterations for the purpose of bringing the vessel into conformity with the requirements of the Convention as it deems possible having regard to the practical problems involved; such alterations shall constitute final compliance with the terms of this Convention, unless and until the vessel is again re-registered.

#### PART V. FINAL PROVISIONS

##### Article 18

Nothing in this Convention shall affect any law, award, custom or agreement between fishing vessel owners and fishermen which ensures more favourable conditions than those provided for by this Convention.

##### Article 19

The formal ratifications of this Convention shall be communicated to the Director-General of the International Labour Office for registration.

##### Article 20

1. This Convention shall be binding only upon those Members of the International Labour Organization whose ratifications have been registered with the Director-General.

2. It shall come into force twelve months after the date on which the ratifications of two Members have been registered with the Director-General.

3. Thereafter, this Convention shall come into force for any Member twelve months after the date on which its ratification has been registered.

##### Article 21

1. A Member which has ratified this Convention may denounce it after the expiration of ten years from the date on which the Convention first comes into force, by an act communicated to the Director-General of the International Labour Office for registration. Such denunciation shall not take effect until one year after the date on which it is registered.

2. Each Member which has ratified this Convention and which does not, within the year following the expiration of the period of ten years mentioned in the preceding paragraph, exercise the right of denunciation provided for in this Article, will be bound for another period of ten years and, thereafter, may denounce this Convention at the expiration of each period of ten years under the terms provided for in this Article.

##### Article 22

The Director-General of the International Labour Office shall notify all Members of the International Labour Organization of the registration of all ratifications and denunciations communicated to him by the Members of the Organization.

##### Article 23

The Director-General of the International Labour Office shall communicate to the Secretary-General of the United Nations for registration in accordance with Article 102 of the Charter of the United Nations full particulars of all ratifications and acts of denunciation registered by him in accordance with the provisions of the preceding Articles.

##### Article 24

At such times as it may consider necessary the Governing Body of the International Labour Office shall present to the General Conference a report on the working of this Convention and shall examine the desirability of placing on the agenda of the Conference the question of its revision in whole or in part.

##### Article 25

1. Should the Conference adopt a new Convention revising this Convention in whole or in part, then, unless the new Convention otherwise provides,

(a) the ratification by a Member of the new revising Convention shall *ipso jure* involve the immediate denunciation of this Convention, notwithstanding the provisions of Article 21 above, if and when the new revising Convention shall have come into force;

(b) as from the date when the new revising Convention comes into force this Convention shall cease to be open to ratification by the Members.

2. This Convention shall in any case remain in force in its actual form and content for those Members which have ratified it but have not ratified the revising Convention.

##### Article 26

The English and French versions of the text of this Convention are equally authoritative.

#### Text of the Recommendation Concerning the Vocational Training of Fishermen

The General Conference of the International Labour Organization,

Having been convened at Geneva by the Governing Body of the International Labour Office, and having

met in its Fiftieth Session on 1 June 1966, and

Noting the terms of the Vocational Training Recommendation, 1962, and

Considering that, in application of that instrument, the vocational training of fishermen should be of a standard equivalent to that provided for other trades, occupations and industries, and

Considering further that the basic objectives of the vocational training of fishermen should be—

to improve the efficiency of the fishing industry and to secure general recognition of the economic and social significance of fishing to the national economy;

to encourage the entry into the fishing industry of a sufficient number of suitable persons;

to provide training and retraining facilities commensurate with the current and projected manpower needs of the fishing industry for all the various fishing occupations;

to assist the entry into employment of all trainees after completion of their courses;

to assist trainees in reaching their highest productive and earning capacity; and

to improve the standards of safety on board fishing vessels,

Having decided upon the adoption of certain proposals regarding the vocational training of fishermen, which is included in the sixth item on the agenda of the session, and

Having determined that these proposals shall take the form of a Recommendation,

adopts this 21st day of June of the year one thousand nine hundred and sixty-six the following Recommendation, which may be cited as the Vocational Training (Fishermen) Recommendation, 1966:

#### I. SCOPE AND DEFINITIONS

1. (1) For the purposes of this Recommendation, the term "fishing vessel" includes all ships and boats, of any nature whatsoever, whether publicly or privately owned, which are engaged in maritime fishing in salt waters, with the exception of ships and boats engaged in whaling or similar pursuits and fishery research and fishery protection vessels.

(2) This Recommendation applies to all training for work on board fishing vessels.

(3) This Recommendation does not apply to persons fishing for sport or recreation.

2. For the purpose of this Recommendation, the following terms have the meanings hereby assigned to them:

(a) skipper: any person having command or charge of a fishing vessel;

(b) mate: any person exercising subordinate command of a fishing vessel, including any person, other than a pilot, liable at any time to be in charge of the navigation of such a vessel;

(c) engineer: any person permanently responsible for the mechanical propulsion of a fishing vessel, as well as any other person liable at any time to operate and maintain the engines and mechanical equipment of such a vessel; and

(d) skilled fisherman: any experienced member of the deck crew working on board a fishing vessel, participating in the operation of the vessel, preparing gear for fishing, catching fish, loading catch and processing it, and maintaining and repairing nets or other fishing equipment.

#### II. NATIONAL PLANNING AND ADMINISTRATION

##### *Planning and Co-ordination*

3. In planning a national education and training policy, the competent authorities in the countries possessing or intending to develop a fishing industry should ensure that adequate provision is made in the general network of training facilities for the training of fishermen.

4. Where national circumstances do not permit the development of facilities for the training of fishermen at all levels of skill required, collaboration with other countries, as well as with international organizations, in the development of common fishery training schemes for such skills and occupations as cannot be covered by national programs should be considered.

5. (1) The activities of all public and private institutions in each country engaged in the training of fishermen should be co-ordinated and developed on the basis of a national program.

(2) Such a program should be drawn up by the competent authorities in co-operation with fishing vessel owners' and fishermen's organizations, with educational and fishery research institutions, and with other bodies or individuals having an intimate knowledge of the vocational training of fishermen. In developing countries in which specialised fishery research or development institutes are established in co-operation with other countries or international organizations, such institutes should play a leading part in the establishment of the national program.

(3) To facilitate the planning, development, co-ordination and administration of fishermen's training schemes, joint advisory policy and administrative bodies should whenever possible be set up at the national level and, where appropriate, also at the regional and local levels.

6. The competent authorities should ensure that the various agencies and institutions responsible for the dissemination of information on training and employment opportunities, such as primary and secondary schools, vocational guidance and employment counselling services, public employment services, vocational and technical training institutions and fishing vessel owners' and fishermen's organizations, are supplied with complete information on public and private training schemes for fishermen and on conditions of entry into fishing.

7. The competent authorities should ensure that fishermen's vocational training schemes are fully co-ordinated with any other programs and activities, public or private, related to the fishing industry. In particular, they should make certain that—

(a) fishery research institutions make information on their latest discoveries of practical interest to fishing readily available to training centres and other interested bodies, and through these to working fishermen; where possible, the research institutions should contribute to the advanced training of fishermen, and fishermen's training centres should, as appropriate, assist these institutions in their work;

(b) measures are taken, through the provision of general education prior to or simultaneously with vocational training, to advance the general level of education in fishing communities, to promote greater satisfaction among fishermen and to facilitate the assimilation of technical and vocational training;

(c) arrangements are made, with the co-operation of fishing vessel owners' and fishermen's organizations, in order that, other things being equal, preference may be given in employment placement to persons who have completed a public or private training course;

(d) arrangements are made, with the co-operation of fishing vessel owners' and fishermen's organizations, particularly in developing countries, for trainees completing public and private courses either to enter employment on fishing vessels or, alternatively, to acquire and operate suitably equipped fishing vessels, either individually, or by forming co-operatives for the



joint purchase and use of fishing boats, or by any other appropriate means; and

- (e) the number of trained fishermen corresponds to the number of boats and the equipment available or planned to be available in the country.

#### *Financing*

8. (1) Fishermen's training schemes should be systematically organized; financing should be on a regular and adequate basis and should have regard to the present and planned requirements and development of the fishing industry.

(2) Where required, the government should make financial contributions to training schemes carried on by local government or private bodies. These contributions may take the form of general subsidies, grants of land and buildings or of demonstration material such as boats, engines, navigational equipment and fishing gear, provision of instructors free of charge, or payment of fees for trainees.

(3) Training in publicly operated training centres for fishermen should be given without charge to the trainee. In addition, the training of adults and young persons in need should be facilitated by financial and economic assistance of the kind envisaged in Paragraph 7, subparagraphs 3 and 5, of the Vocational Training Recommendation, 1962.

#### *Training Standards*

9. (1) The competent authorities, in co-operation with the joint bodies mentioned in Paragraph 5, subparagraph (3), of this Recommendation, should define and establish general standards for fishermen's training applicable throughout the territory of the country. These standards should be in conformity with the national requirements for obtaining the various fishermen's certificates of competency and should lay down—

- (a) the minimum age of entry into fishermen's training schemes;
- (b) the nature of medical examinations, including chest X-rays and hearing and sight tests, required for persons entering training schemes; the examinations, particularly the hearing and sight tests, may differ for persons entering deck and persons entering engine courses;
- (c) the level of general education which is required for admission to fishermen's training schemes;
- (d) the fishing, navigation and seamanship, safety, engineering, catering and other subject-matter which should be included in the training curricula;

- (e) the amount of practical training, including time spent in engineering shops and at sea, which trainees should undergo;
- (f) the duration of the training courses for the various fishing occupations and the different levels of competency;
- (g) the nature of any examinations following the completion of the training courses; and
- (h) the experience and qualifications of the teaching staff of training institutions.

(2) Where it is not possible to lay down standards applicable throughout the country, recommended standards should be drawn up by the competent authorities, in co-operation with the joint bodies mentioned in Paragraph 5, subparagraph (3), of this Recommendation, to serve as a guide to the setting of standards which are as uniform as possible throughout the country.

### III. TRAINING PROGRAMS

10. The curricula of the various training programs for fishermen should be based on a systematic analysis of the work required in fishing and should be established in co-operation with the joint bodies mentioned in Paragraph 5, subparagraph (3), of this Recommendation. They should be periodically reviewed and kept up to date with technical developments and should, as appropriate for the functions to be exercised, include training in—

- (a) fishing techniques, including where appropriate the operation and care of electronic fish-finding devices, and operation, maintenance and repair of fishing gear;
- (b) navigation seamanship and ship handling appropriate to the sea area and to the type of fishing for which the course is designed, including a proper knowledge of the international Regulations for Preventing Collisions at Sea;
- (c) stowage, cleaning and processing of fish on board;
- (d) vessel maintenance and other related matters;
- (e) operation, maintenance and repair of steam or internal combustion (gasoline or diesel) engines or other equipment which the trainee may be called upon to use;
- (f) operation and care of radio and radar installations which the trainee may be called upon to use;
- (g) safety at sea and safety in handling fishing gear, including such matters as stability, effects of icing, fire fighting, water-tight integrity, personal safety, gear and machinery safeguards, rigging safety measures, engine-room

safety, lifeboat handling, use of inflatable life rafts, first aid and medical care and other related matters;

- (h) theoretical subjects relevant to fishing, including marine biology and oceanography, which will enable trainees to gain a broad foundation for further instruction and training leading to promotion or to transfer to another fishing occupation or another type of fishing;
- (i) general education subjects, although this may be provided for to a more limited extent in short courses;
- (j) operation, maintenance and repair of refrigeration systems, firefighting equipment, deck and trawling winches and other mechanical equipment of fishing vessels;
- (k) principles of shipboard electrical power installations, and maintenance and repair of the electrical machinery and equipment of fishing vessels;
- (l) health and physical education, especially swimming, where training facilities permit; and
- (m) specialised courses in deck, engine and other subjects after an introductory period of general fishing instruction.

11. (1) National standards should, where practicable and appropriate, be established for certificates of competency or diplomas qualifying a person to act as skipper (various grades); mate (various grades); engineer (various grades); fishery technician (various grades); boat-swain; skilled fisherman (various grades); cook; or other deck or engine-room personnel.

(2) Training programs should be chiefly designed to prepare trainees for certification and should be directly related to national certification standards; they should take account of the minimum ages and minimum professional experience laid down by the competent authorities in respect of the various grades of certificates of competency.

(3) Where national certification examinations do not exist or do not exist for the particular duty in question, training courses should nevertheless prepare trainees for particular duties such as those listed above. All trainees successfully completing such training courses should receive a diploma concerning the course followed.

12. (1) Programs should be available to train fishermen to perform duties as skippers and engineers of all types of vessels in use in the fishing fleet of the country concerned, including larger distant-water vessels.

(2) Where appropriate to the vessels in use, college-level fishing and navigation courses should be established which

are of the same level as merchant navy officers' training programs but which provide training in subject-matters appropriate to fishing.

13. The duration of the various training programs should be sufficient to enable trainees to assimilate the instruction given, and should be determined with reference to such matters as—

- (a) the level of training required for the occupation for which the course is designed;
- (b) the general educational level and age required of trainees entering the course;
- (c) the trainees' previous practical experience; and
- (d) the urgency of turning out trained fishermen in the country, subject to the maintenance of adequate standards of training.

14. (1) The teaching staff should consist of persons possessing a broad general education, a theoretical technical education and satisfactory relevant practical fishing experience.

(2) Where it is not possible to recruit a teaching staff with these qualifications, persons with practical experience in fishing and holding appropriate certificates of competency should be employed.

(3) Where it is not possible to recruit a full-time teaching staff with practical fishing experience, persons with satisfactory relevant practical fishing experience should be employed on a part-time basis.

(4) All teaching staff should have an aptitude for teaching and should be given appropriate teacher training by the competent educational authorities.

#### *Pre-Vocational Training*

15. In fishing communities, measures consistent with the Minimum Age (Fishermen) Convention, 1959, should be taken to provide pre-vocational training to schoolchildren, including training in elementary practical seamanship, basic commercial fishing techniques and navigational principles, in so far as this is appropriate to the general conditions in the particular country.

#### *Short Courses for Working Fishermen*

16. Training courses should be available for working fishermen to enable them to increase their technical skills and knowledge, to keep abreast of improved fishing and navigation techniques, and to qualify for promotion.

17. (1) Training courses for working fishermen should be specifically designed for the purposes of—

- (a) complementing the basic long-term courses by providing advanced specialised training for promotion;

(b) providing training in fishing techniques new to the area; in operating, maintaining and repairing new types of engines or gear; and in making gear where appropriate;

(c) providing all levels of training for fishermen who were unable to participate in a basic long-term training course; and

(d) providing accelerated training in developing countries.

(2) The courses should be of short duration and should be considered to be complementary to and not substitutes for basic long-term training programs.

18. The courses, which may take the form of mobile courses bringing instructors and demonstration equipment to fishing centres, should in particular consist of programs involving—

- (a) evening courses;
- (b) seasonal courses offered during stormy months or slack fishing periods; or
- (c) daytime courses for which fishermen temporarily leave their work for short periods.

19. (1) All appropriate measures should be taken to enable working fishermen to attend short courses ashore.

(2) Working fishermen should receive adequate financial compensation for the periods in which they attend short training courses.

20. Where long-term courses and short courses for working fishermen do not meet training needs, particularly in isolated areas, these courses may be supplemented by—

- (a) special radio and television courses and programs providing fishing information;
- (b) correspondence courses specially adapted to the needs of working fishermen and arranged for use by study groups with occasional lectures or attendance at training schools; and
- (c) periodic visits of research workers and extension officers to fishing communities.

#### IV. METHODS OF TRAINING

21. The training methods adopted by fishermen's training schemes should be the most effective possible, having regard to the nature of the courses, the trainees' experience, general education and age, and the demonstration equipment and financial support available.

22. Practical training, in which the students themselves participate, should be an important part of all fishermen's training programs.

23. (1) Fishing training vessels should be used by all training institutions with programs for persons entering fishing to provide instruction in fishing

techniques, navigation and seamanship, engine operation and other matters. These vessels should conduct actual fishing operations.

(2) Training vessels should, whenever possible, be attached to technical schools providing advanced training.

24. (1) Demonstration equipment such as engines, gear, fishing-boat models, workshop equipment and navigational aids should be used in training programs.

(2) Such equipment should be prepared in collaboration with fishery research institutions and should include, whenever possible, the latest gear and navigational aids.

(3) Such equipment should be selected with reference to the gear, boats and engines which the trainees may be called upon to use.

(4) Films and other audio-visual aids, although they may be useful in some cases, should not be a substitute for demonstration equipment in the use of which trainees themselves take an active part.

(5) Visits should be organized for trainees to fishing vessels equipped with modern or special installations, to fishery research centres, or to fishing centres away from the area in which the school is located.

25. Practical training may also be provided by periods of fishing at sea on board commercial fishing vessels.

26. Theoretical training, including general education, given as part of a training course should be directly related to the knowledge and skills required by fishermen and should, wherever possible, be integrated with the practical training offered.

#### V. INTERNATIONAL CO-OPERATION

27. (1) Countries should co-operate in promoting fishermen's vocational training, particularly in developing countries.

(2) This co-operation, as appropriate, may include such matters as—

- (a) with the help of international organizations or other countries, obtaining and training teaching staff to establish and improve fishermen's training facilities;
- (b) establishing joint training facilities or joint fishery research institutions with other countries;
- (c) making training facilities available to selected trainees or instructor trainees from other countries, and sending trainees or instructor trainees to training facilities in other countries;
- (d) arranging international exchanges of personnel and international seminars and working parties; and



- (e) providing instructors for fishermen's training schools in other countries.

### **Text of the Recommendation Concerning the Role of Co-operatives in the Economic and Social Development of Developing Countries**

The General Conference of the International Labour Organization,

Having been convened at Geneva by the Governing Body of the International Labour Office, and having met in its Fiftieth Session on 1 June 1966, and

Having decided upon the adoption of certain proposals with regard to the role of co-operatives in the economic and social development of developing countries, which is the fourth item on the agenda of the session, and

Having determined that these proposals shall take the form of a Recommendation,

adopts this 21st day of June of the year one thousand nine hundred and sixty-six the following Recommendation, which may be cited as the Co-operatives (Developing Countries) Recommendation, 1966:

#### **I. SCOPE**

1. This Recommendation applies to all categories of co-operatives, including consumer co-operatives, land improvement co-operatives, agricultural productive and processing co-operatives, rural supply co-operatives, agricultural marketing co-operatives, fishery co-operatives, service co-operatives, handicrafts co-operatives, workers' productive co-operatives, labour contracting co-operatives, co-operative thrift and credit societies and banks, housing co-operatives, transport co-operatives, insurance co-operatives and health co-operatives.

#### **II. OBJECTIVES OF POLICY CONCERNING CO-OPERATIVES**

2. The establishment and growth of co-operatives should be regarded as one of the important instruments for economic, social and cultural development as well as human advancement in developing countries.

3. In particular, co-operatives should be established and developed as a means of—

- (a) improving the economic, social and cultural situation of persons of limited resources and opportunities as well as encouraging their spirit of initiative;
- (b) increasing personal and national capital resources by the encouragement of thrift, by eliminating usury and by the sound use of credit;

(c) contributing to the economy an increased measure of democratic control of economic activity and of equitable distribution of surplus;

(d) increasing national income, export revenues and employment by a fuller utilisation of resources, for instance in the implementation of systems of agrarian reform and of land settlement aimed at bringing fresh areas into productive use and in the development of modern industries, preferably scattered, processing local raw materials;

(e) improving social conditions, and supplementing social services in such fields as housing and, where appropriate, health, education and communications; and

(f) helping to raise the level of general and technical knowledge of their members.

4. Governments of developing countries should formulate and carry out a policy under which co-operatives receive aid and encouragement, of an economic, financial, technical, legislative or other character, without effect on their independence.

5. (1) In elaborating such a policy, regard should be had to economic and social conditions, to available resources and to the role which co-operatives can play in the development of the country concerned.

(2) The policy should be integrated in development plans in so far as this is consistent with the essential features of co-operatives.

6. The policy should be kept under review and adapted to changes in social and economic needs and to technological progress.

7. Existing co-operatives should be associated with the formulation and, where possible, application of the policy.

8. The co-operative movement should be encouraged to seek the collaboration in the formulation and, where appropriate, application of the policy, of organizations with common objectives.

9. (1) The governments concerned should associate co-operatives on the same basis as other undertakings with the formulation of national economic plans and other general economic measures, at least whenever such plans and measures are liable to affect their activities. Co-operatives should also be associated with the application of such plans and measures in so far as this is consistent with their essential characteristics.

(2) For the purposes provided for in Paragraph 7 and Paragraph 9, federations of co-operatives should be empowered to represent their subparagraph (1), of this

Recommendation member societies at the local, regional and national levels.

### **III. METHODS OF IMPLEMENTATION OF POLICY CONCERNING CO-OPERATIVES**

#### **A. LEGISLATION**

10. All appropriate measures, including the consultation of existing co-operatives, should be taken—

- (a) to detect and eliminate provisions contained in laws and regulations which may have the effect of unduly restricting the development of co-operatives through discrimination, for instance in regard to taxation or the allocation of licences and quotas, or through failure to take account of the special character of co-operatives or of the particular rules of operation of co-operatives;
- (b) to avoid the inclusion of such provisions in future laws and regulations; and
- (c) to adapt fiscal laws and regulations to the special conditions of co-operatives.

11. There should be laws or regulations specifically concerned with the establishment and functioning of co-operatives, and with the protection of their right to operate on not less than equal terms with other forms of enterprise. These laws or regulations should preferably be applicable to all categories of co-operatives.

12. (1) Such laws and regulations should in any case include provisions on the following matters:

- (a) a definition or description of a co-operative bringing out its essential characteristics, namely that it is an association of persons who have voluntarily joined together to achieve a common end through the formation of a democratically controlled organization, making equitable contributions to the capital required and accepting a fair share of the risks and benefits of the undertaking in which the members actively participate;
- (b) a description of the objects of a co-operative, and procedures for its establishment and registration, the amendment of its statutes, and its dissolution;
- (c) the conditions of membership, such as the maximum amount of each share and, where appropriate, the proportion of the share due at the moment of subscription and the time allowed for full payment, as well as the rights and duties of members, which would be laid down in greater detail in the by-laws of co-operatives;
- (d) methods of administration, management and internal audit, and proce-

dures for the establishment and functioning of competent organs;

- (e) the protection of the name "co-operative;" and
- (f) machinery for the external audit and guidance of co-operatives and for the enforcement of the laws and regulations.

(2) The procedures provided for in such laws or regulations, in particular the procedures for registration, should be as simple and practical as possible, so as not to hinder the creation and development of co-operatives.

13. Laws and regulations concerning co-operatives should authorize co-operatives to federate.

#### B. EDUCATION AND TRAINING

14. Measures should be taken to disseminate a knowledge of the principles, methods, possibilities and limitations of co-operatives as widely as possible among the peoples of developing countries.

15. Appropriate instruction on the subject should be given not only in co-operative schools, colleges and other specialized centres but also in educational institutions such as—

- (a) universities and centres of higher education;
- (b) teachers' training colleges;
- (c) agricultural schools and other vocational educational establishments and workers' education centres;
- (d) secondary schools; and
- (e) primary schools.

16. (1) With a view to promoting practical experience in co-operative principles and methods, the formation and operation of student co-operatives in schools and colleges should be encouraged.

(2) Similarly, workers' organizations and craftsmen's associations should be encouraged and helped in the implementation of plans for the promotion of co-operatives.

17. Steps should be taken, in the first place at the local level, to familiarize the adult population with the principles, methods and possibilities of co-operatives.

18. Full use should be made of such media of instruction as textbooks, lectures, seminars, study and discussion groups, mobile instructors, guided tours of co-operative undertakings, the press, films, radio and television and other media of mass communication. These should be adapted to the particular conditions of each country.

19. (1) Provision should be made both for appropriate technical training and for training in co-operative principles and methods of persons who will

be—and, where necessary, of persons who are—office-bearers or members of the staffs of co-operatives, as well as of their advisers and publicists.

(2) Where existing facilities are inadequate, specialized colleges or schools should be established to provide such training, which should be given by specialized teachers or leaders of the co-operative movement with teaching materials adapted to the requirements of the country; if such specialized institutions cannot be established, special courses on co-operation should be given either by correspondence or in such establishments as schools of accountancy, schools of administration and schools of commerce.

(3) The use of special programs of practical training should be one of the means of contributing to the education and basic and further training of members of co-operatives; these programs should take into account local cultural conditions, and the need to disseminate literacy and knowledge of elementary arithmetic.

#### C. AID TO CO-OPERATIVES

##### *Financial Aid*

20. (1) Where necessary, financial aid from outside should be given to co-operatives when they initiate their activities or encounter financial obstacles to growth or transformation.

(2) Such aid should not entail any obligations contrary to the independence or interests of co-operatives, and should be designed to encourage rather than replace the initiative and effort of the members of co-operatives.

21. (1) Such aid should take the form of loans or credit guarantees.

(2) Grants and reductions in or exemptions from taxes may also be provided, in particular, to help finance—

- (a) publicity, promotional and educational campaigns; and
- (b) certain clearly defined tasks in the public interest.

22. Where such aid cannot be provided by the co-operative movement, it should preferably be given by the State or other public bodies, although it may, if necessary, come from private institutions. Such aid should be co-ordinated so as to avoid overlapping and dispersal of resources.

23. (1) Grants and tax exemptions or reductions should be subject to conditions prescribed by national laws or regulations and relating in particular to the use to be made of the aid and the amount thereof; the conditions of loans and credit guarantees may be determined in each case.

(2) The competent authority should ensure that the use of financial aid and, in the case of a loan, its repayment, are adequately supervised.

24. (1) Financial aid from public or semi-public sources should be channelled through a national co-operative bank or, failing that, another central co-operative institution capable of assuming responsibility for its use and, where appropriate, repayment; pending the establishment of such institutions the aid may be given directly to individual co-operatives.

(2) Subject to the provisions of Paragraph 20, subparagraph (2), of this Recommendation financial aid from private institutions may be given directly to individual co-operatives.

##### *Administrative Aids*

25. While it is essential that the management and administration of a co-operative be, from the outset, the responsibility of the members and persons elected by them, the competent authority, should, in appropriate cases and normally for an initial period only—

- (a) assist the co-operative in obtaining and remunerating competent staff;
- (b) place at the disposal of the co-operative persons competent to give guidance and advice.

26. (1) Generally, co-operatives should be able to obtain guidance and advice, which respect their autonomy and the responsibilities of their members, their organs and their staff, on matters relating to management and administration, as well as on technical matters.

(2) Such guidance and advice should preferably be given by a federation of co-operatives or by the competent authority.

#### D. SUPERVISION AND RESPONSIBILITY FOR IMPLEMENTATION

27. (1) Co-operatives should be subject to a form of supervision designed to ensure that they carry on their activities in conformity with the objects for which they were established and in accordance with the law.

(2) Supervision should preferably be the responsibility of a federation of co-operatives or of the competent authority.

28. Auditing of the accounts of co-operatives affiliated to a federation of co-operatives should be the responsibility of that federation; pending the establishment of such a federation, or where a federation is unable to provide this service, the competent authority or a qualified independent body should assume the task.

29. The measures referred to in Paragraphs 27 and 28 of this Recommendation



mendation should be so planned and carried out as to —

- (a) ensure good management and administration of co-operatives;
- (b) protect third parties; and
- (c) provide an opportunity of completing the education and training of the office-bearers and members of the staff of co-operatives through practice and through critical examination of mistakes.

30. (1) The functions of promoting co-operatives, providing for education concerning co-operatives and for the training of office-bearers and members of the staff of co-operatives, and giving aid in their organization and functioning, should preferably be performed by one central body so as to ensure coherent action.

(2) The performance of these functions should preferably be the responsibility of a federation of co-operatives; pending the establishment of such a body competent the authority or, where appropriate, other qualified bodies, should assume the task.

31. (1) The functions referred to in Paragraph 30 of this Recommendation should, wherever possible, be discharged as full-time work.

(2) They should be performed by persons who have received training specifically directed towards the exercise of such functions; such training should be provided by specialized institutions or, wherever suitable, through specialized courses in schools and colleges referred to in Paragraph 19 of this Recommendation.

32. The competent authority should collect and publish at least once a year a report and statistics relating to the operations and growth of co-operatives in the national economy.

33. Where the services of federations of co-operatives or of other existing institutions cannot adequately meet the need for research, exchanges of experience and publications, special institutions, serving the entire country or several regions, should, if possible, be established.

#### IV. INTERNATIONAL COLLABORATION

34. (1) Members should, to the greatest extent possible, collaborate in providing aid and encouragement to co-operatives in developing countries.

(2) Such collaboration should be envisaged—

- (a) between developing countries;
- (b) between countries of a particular region, especially within the framework of regional organizations, where such exist; and

(c) between countries with an old-established co-operative movement and developing countries.

(3) As appropriate, the help of national co-operative organizations should be enlisted for such collaboration, and use should be made, particularly with a view to the co-ordination of international effort, of international co-operative organizations and other interested international bodies.

(4) The collaboration should extend to such measures as—

- (a) the increased provision of technical assistance to the co-operative movement of developing countries, wherever possible in the form of co-ordinated programs involving different agencies, both inter-governmental and non-governmental;
- (b) the preparation and supply of information, textbooks, audio-visual aids and analogous material to assist in the drafting of legislation, in instruction on co-operation and in the training of office-bearers and qualified staffs of co-operatives;
- (c) the exchange of qualified personnel;
- (d) the grant of fellowships;
- (e) the organization of international seminars and discussion groups;
- (f) the inter-co-operative exchange of goods and services; and
- (g) the initiation of systematic research into the structure, working methods and problems of co-operative movements in developing countries.

#### V. SPECIAL PROVISIONS CONCERNING THE ROLE OF CO-OPERATIVES IN DEALING WITH PARTICULAR PROBLEMS

35. It should be recognized that co-operatives may, in certain circumstances, have a special role to play in dealing with particular problems of developing countries.

36. Suggestions illustrating the use which may be made of various forms of co-operatives in the successful implementation of agrarian reform and in the improvement in the level of living of the beneficiaries are set forth in the Annex to this Recommendation.

#### ANNEX

1. In view of their importance as a means of promoting general economic and social progress and as a means of directly associating the rural population with the development process, as well as in view of their educational and cultural value, co-operatives should be considered as having a vital role to play in programs of agrarian reform.

2. Co-operatives should be used as a means of assessing the problems and interests of the rural population in the

planning and preparation of agrarian reform measures. They should also serve for channelling information among agriculturists and making the purposes, principles and methods of such reforms understood.

3. Particular attention should be paid to the development of appropriate forms of co-operatives adapted to the various patterns and phases of agrarian reform. They should enable cultivators to operate holdings efficiently and productively and allow for the greatest possible initiative and participation of the membership.

4. Where appropriate, suitable voluntary forms of co-operative land use should be encouraged. These forms may range from the organization of certain services and farming operations in common to the complete pooling of land, labour and equipment.

5. Wherever appropriate the voluntary consolidation of fragmentary holdings through co-operatives should be encouraged.

6. In cases where measures are being envisaged for the transfer of ownership or division of large estates, due consideration should be given to the organization by the beneficiaries of co-operative systems of holding or cultivation.

7. The establishment of co-operatives should also be considered in connection with land settlement schemes especially as regards land reclamation and improvement measures and the organization of joint services and joint farming operations for settlers.

8. Development of co-operative thrift and credit societies and co-operative banks should be encouraged among the beneficiaries of agrarian reforms as well as among other small farmers for the purpose of—

- (a) providing loans to cultivators for the purchase of equipment and other farm requisites;
- (b) encouraging and assisting cultivators to save and accumulate capital;
- (c) advancing loans to, and promoting thrift among, agricultural families, including those of hired workers, who normally would not have access to established sources of credit;
- (d) facilitating the implementation of special governmental credit schemes through an efficient channelling of loans to beneficiaries and appropriate supervision of the use made of such loans and of their timely reimbursement.

9. The development of supply, marketing or multi-purpose co-operatives

should be encouraged for the purpose of—

- (a) the joint purchase and supply of farm requisites of good quality on favourable terms;
- (b) the supply of basic domestic requirements for all categories of agricultural workers;
- (c) the joint conditioning, processing and marketing of agricultural products.

10. Encouragement should be given to the development of co-operatives providing farmers with other services such as the joint use of farm machinery, electrification, livestock breeding, the provision of veterinary and pest control services, facilities for irrigation, and crop and livestock insurance.

11. With a view to improving employment opportunities, working conditions and income, landless agricultural workers should be assisted, where appropriate, to organize themselves voluntarily into labour contracting co-operatives.

12. Agricultural co-operatives of different localities in areas in which agrarian reforms are being implemented should be encouraged to combine their activities where this is economically advantageous.

13. Due consideration should also be given to the encouragement and development of other types of co-operative activities providing full- or part-time non-agricultural employment for members of farmers' families (for instance, crafts, home or cottage industries) adequate distribution of consumer goods, and social services which the State may not always be in a position to provide (for instance, health, education, culture, recreation or transport).

14. The interchange and dissemination of information on the methods, possibilities and limitations of co-operatives in relation to agrarian reform should be encouraged by all possible means so that the experience acquired may be made available to the largest possible number of countries.

## Correction

An error occurred in the article on the 50th International Labour Conference that appeared in the August *LABOUR GAZETTE*. At the end of the first paragraph under the sub-heading "Canadian Participation" on p. 439, the members of the grievances and communications committee should have been listed as Ray Anderson, Deputy Minister of Labour, Nova Scotia, and Mr. Mainwaring.

## Smith

*Continued from page 496*

conditions, and will remove the conflict of authority that has hitherto existed.

### Compulsory Arbitration

The spectre of compulsory arbitration has once again raised its ugly head. This is nothing new. It results from the refusal of management to recognize the right of employees to share in the benefits of an improved society, forcing strike action by unions as a last resort to obtain their reasonable objectives. Compulsory arbitration will be resisted by C.R.L.E.A. to the utmost degree possible, and any attempt to break down the established and well-proved pattern of national collective agreements under free collective bargaining will be fought with all the resources available.

As this is being written, the railway unions are once again taking a strike ballot under the due process of law, showing the responsible action of the unions involved. It would seem that the whole system of free collective bargaining is at stake in this dispute because compulsory arbitration, if invoked, would be a denial to the workers of their right to free and democratic bargaining.

In my opinion, the Government could make a most important contribution to industrial peace by implementing through positive legislation the recommendations of the Freedman Report, thus providing the proper channels through which meaningful consultations between labour, management and, if necessary, government can be held—not under the shadow of a strike threat, but in an atmosphere of genuine desire to reach amicable settlement of common problems.

As we pause on Labour Day to honour the workers of the nation, let us pledge ourselves to continue to explore every avenue leading to security and happiness for our people.

## Jodoin

*Continued from page 496*

to the courts and getting injunctions are not only endangering the labour movement and all it stands for; they are interfering with freedom of expression and our democratic way of life.

At the same time, we witness renewed efforts to raise the old bogey of compulsory arbitration as a miracle cure for disputes. Not only has compulsory arbi-

tration proved unsuccessful in ending work stoppages, but it is a complete denial of the democratic system of collective bargaining. A system under which a government-appointed body would impose wages and working conditions smacks of slave labour.

We see others attempting to break down the national bargaining pattern that has been established in a number of industries and that is the only practical method of meeting the needs of the employees concerned. To replace this system with regional or district bargaining would deprive thousands of workers of the benefit of national standards, and would do very great damage by dividing the country into regions at a time when one of our greatest national needs is unity.

### Rising Wages

During the past few months, many of our organizations have been successful in concluding contracts that have provided marked increases. These have been long overdue. The pattern of profits has been steadily rising, and it is not surprising that Canadian workers are insisting on obtaining their share. This is a trend that is going to continue.

At the same time, we must press toward our legislative targets. The long and tortuous struggle to win such a worthy objective as a health plan for all Canadians is evidence of the fact that this is a continuing struggle. The story of medicare can be repeated in many other fields.

Nor must we allow our very proper concern with these domestic matters to detract from our concern about international affairs. There is evidence of a tightening of ranks among workers who are members of free and democratic trade unions. We must use this strength internationally and within our own country in pressing for every measure that can contribute to world peace and in aiding those in developing countries. Great moral and financial strength must be given to the United Nations so that it can become a greater and more effective force for peace.

Thus, in keeping what we have gained and in moving on to greater things, we should dedicate this Labour Day to strengthening our movement; for there is no doubt it will be called on to make as great a contribution in the future as it has in the past.



# Employment and Unemployment in June

Employment increased between May and June by 167,000 to a total estimated at 7,303,000, an increase that was about usual for the season. The labour force increased by 150,000 to 7,533,000 during the period.

Unemployment declined during the month to 230,000 from 247,000. The unemployment rate in June was 3.1 per cent of the labour force, compared with a rate of 3.5 per cent in June 1965, and 4.0 per cent in June 1964. Seasonally adjusted, the June 1966 rate was 3.7 per cent.

## Employment

The increase in employment between May and June was spread over a wide

range of industries. Large gains in manufacturing, construction and service were partly offset by declines in agriculture, transportation and other utilities.

Total employment in June was substantially higher than a year ago. The June estimate of 7,303,000 represented an increase of 254,000, or 3.6 per cent, compared with the June 1965 figure. By regions, increases ranged from 1.4 per cent in the Prairie region to 4.7 per cent in Quebec.

## Unemployment

Unemployment declined seasonally by 17,000 between May and June. Compared with a year earlier, unemployment was lower by 27,000.

Of the 230,000 unemployed in June, 177,000 had been unemployed for three months or less. The remaining 53,000, representing about 23 per cent of the total, had been seeking work for four months or more. This group made up a somewhat smaller proportion of the total than the year before.

The review is prepared by the Labour Market Analysis Division, Research Branch, Department of Citizenship and Immigration. The tables are prepared jointly by the Dominion Bureau of Statistics and the Department of Citizenship and Immigration.

## Labour Market Conditions

Labour Market Areas	Labour Surplus				Approximate Balance		Labour Shortage	
	1		2		3		4	
	June 1966	June 1965	June 1966	June 1965	June 1966	June 1965	June 1966	June 1965
Metropolitan.....	—	—	5	4	7	8	—	—
Major Industrial.....	—	1	19	18	7	7	—	—
Major Agricultural.....	—	—	4	2	10	12	—	—
Minor.....	—	—	26	26	31	31	1	1
Total.....	—	1	54	50	55	58	1	1

## Classification of Labour Market Areas—June

	Substantial Labour Surplus	Moderate Labour Surplus	Approximate Balance	Labour Shortage
	Group 1	Group 2	Group 3	Group 4
METROPOLITAN AREAS (labour force 75,000 or more)		HAMILTON← Quebec-Levis →ST. JOHN'S Vancouver-Abbotsford- New Westminster WINDSOR←	Calgary Edmonton →HALIFAX Montreal Ottawa-Hull Toronto Winnipeg	
		BRANTFORD← →CORNER BROOK CORNWALL← Granby-Farnham- Cowansville Joliette →LAC ST. JEAN Moncton	→FORT WILLIAM- PORT ARTHUR Guelph Kingston Kitchener London Sudbury →VICTORIA	
MAJOR INDUSTRIAL AREAS (Labour force 25,000-75,000; 60 per cent or more in non- agricultural activity)				

# CLASSIFICATION OF LABOUR MARKET AREAS—JUNE (Concluded)

	<i>Substantial Labour Surplus</i>	<i>Moderate Labour Surplus</i>	<i>Approximate Balance</i>	<i>Labour Shortage</i>
	<i>Group 1</i>	<i>Group 2</i>	<i>Group 3</i>	<i>Group 4</i>
MAJOR INDUSTRIAL AREAS—Conc.		New Glasgow Niagara Peninsula Oshawa PETERBOROUGH← Rouyn-Val d'Or Saint John SARNIA← Shawinigan Sherbrooke Sydney-Sydney Mines Timmins-New Liskeard- Kirkland Lake Trois Rivières		
MAJOR AGRICULTURAL AREAS (labour force 25,000-75,000; 40 per cent or more in agri- culture)		BARRIE← CHATHAM← →RIVIERE DU LOUP →THETFORD-LAC MEGANTIC- ST. GEORGES	Brandon →CHARLOTTETOWN Lethbridge Moose Jaw North Battleford Prince Albert Red Deer Regina Saskatoon Yorkton	
MINOR AREAS (labour force 10,000 to 25,000)		→BATHURST BEAUHARNOIS← →CAMPBELLTON Cranbrook →DAWSON CREEK Drummondville FREDERICTON← →GASPE Grand Falls Kamloops MEDICINE HAT← Montmagny →NEWCASTLE Okanagan Valley OWEN SOUND← Portage la Prairie Prince George-Quesnel →QUEBEC NORTH SHORE →RIMOUSKI Ste. Agathe-St. Jerome ST. JEAN← SOREL← Summerside Truro Valleyfield VICTORIAVILLE←	Belleville-Trenton Bracebridge Brampton →BRIDGEWATER Central Vancouver Island Chilliwack →DAUPHIN Drumheller →EDMUNDSTON Galt Goderich Grande Prairie →KENTVILLE Lachute-St. Therese Lindsay North Bay Pembroke →PRINCE RUPERT St. Hyacinthe →ST. STEPHEN St. Thomas Sault Ste. Marie Simcoe STRATFORD← Swift Current Trail-Nelson Walkerton Weyburn Woodstock, N.B. WOODSTOCK- TILLSONBURG← →YARMOUTH	Listowel

→The areas shown in capital letters are those that have been reclassified during the month, an arrow indicates the group from which they moved. For an explanation of the classification used, see page 476, August 1966 issue.



# Labour Statistics

Principal Items	Date	Amount	Percentage Change From	
			Previous Month	Previous Year
TOTAL CIVILIAN LABOUR FORCE*	(000) June 18	7,533	+2.0	+3.1
Employed.....	(000) June 18	7,303	+2.3	+3.6
Agriculture.....	(000) June 18	575	-2.7	-11.4
Non-agriculture.....	(000) June 18	6,728	+2.8	+5.1
Paid workers.....	(000) June 18	6,216	+2.8	+5.2
At work 35 hours or more.....	(000) June 18	6,182	+3.3	+3.8
At work less than 35 hours.....	(000) June 18	882	-6.7	+0.7
Employed but not at work.....	(000) June 18	239	+16.0	+9.6
Unemployed.....	(000) June 18	230	-6.9	-10.5
Atlantic.....	(000) June 18	24	-31.4	-22.6
Quebec.....	(000) June 18	85	-19.1	-15.0
Ontario.....	(000) June 18	75	+31.6	+1.4
Prairie.....	(000) June 18	15	-31.8	-34.8
Pacific.....	(000) June 18	31	+10.7	+6.9
Without work and seeking work.....	(000) June 18	220	-6.4	-8.7
On temporary layoff up to 30 days.....	(000) June 18	10	-16.7	-37.5
INDUSTRIAL EMPLOYMENT (1961=100).....	March	115.1	+0.5	+6.2
Manufacturing employment (1961=100).....	March	119.9	0.0	+5.6
IMMIGRATION.....	1st Qtr. 1966	30,713	—	+37.9
Destined to the labour force.....	1st Qtr. 1966	15,992	—	+41.6
STRIKES AND LOCKOUTS				
Strikes and lockouts.....	June	102	+7.4	-6.4
No. of workers involved.....	June	42,519	+49.4	-1.8
Duration in man days.....	June	389,730	+17.2	+41.4
EARNINGS AND INCOME				
Average weekly wages and salaries (ind. comp.).....	March	\$95.25	+0.1	+5.8
Average hourly earnings (mfg.).....	March	\$2.22	+0.9	+5.2
Average hours worked per week (mfg.).....	March	41.2	0.0	-0.3
Average weekly wages (mfg.).....	March	\$91.20	+0.5	+4.7
Consumer price index (1949=100).....	June	143.8	+0.3	+3.5
Index numbers of weekly wages in 1949 dollars (1949=100).....	March			
Total labour income.....\$000,000.	March	2,299	+0.9	+12.9
INDUSTRIAL PRODUCTION				
Total (average 1949=100).....	May	277.8	+1.1	+9.5
Manufacturing.....	May	251.3	+1.7	+8.2
Durables.....	May	262.6	+1.5	+8.2
Non-durables.....	May	241.7	+1.8	+8.3
NEW RESIDENTIAL CONSTRUCTIONS				
Starts.....	May	10,214	+56.7	-25.2
Completions.....	May	8,875	-57.3	+2.3
Under construction.....	May	77,117	+0.2	+6.3

\*Estimates of the labour force, the employed and the unemployed, are from *The Labour Force*, a monthly publication of the Dominion Bureau of Statistics which also contains additional details of the characteristics of the labour force, together with definitions and explanatory notes. †Centres of 5,000 population or more. NOTE: Blank spaces indicate data unavailable at press time.

# PRICE INDEXES

## Consumer, July 1966

The consumer price index (1949=100) advanced 0.3 per cent to 144.3 at the beginning of July from 143.8 in June. The July index was 3.4 per cent higher than the July 1965 index of 139.5.

The increase resulted mainly from a 1.2-per-cent rise in the food component and a small advance in housing. Two component indexes, clothing and health and personal care declined slightly, while the three remaining component indexes, transportation, recreation and reading, and tobacco and alcoholic beverages were unchanged.

The food index rose 1.2 per cent to 146.0 from 144.2. Increases in prices were recorded for most dairy products, all fat products except lard, and for most beef and pork cuts. Price increases were also recorded for tea, coffee, grapefruit, oranges, apples, frozen orange juice, turnips, tomatoes, celery, and lettuce. Scattered price decreases were noted for sugar, pickles, jelly powder, evaporated milk, eggs, chicken, turkey, lard, hamburger, smoked ham, sausages, bananas, grapes, strawberries, most processed fruits, potatoes, carrots, cabbage and tomato juice.

The housing index rose 0.3 per cent to 144.8 from 144.4 as both the shelter and household operation components increased. Advances in rents and homeownership, coupled with price increases in all sub-groups in household operation except fuel and lighting, outweighed scattered price decreases for dinette suites, dryers, washing machines, vacuum cleaners, irons and some miscellaneous household supplies.

The clothing index edged down to 125.2 from 125.3. Decreases in prices of men's and children's wear outweighed increased prices for women's wear, footwear and piece goods.

The transportation index remained unchanged at 151.2. Lower automobile prices were offset by higher prices for gasoline and motor oil, and for train and bus fares.

The health and personal care index declined slightly to 181.0 from 181.2 as a result of lower prices for some personal care items.

The recreation and reading index remained unchanged at 159.3. Lower prices for radios, television sets and phonograph records were offset by higher prices for bicycles and newspapers.

The tobacco and alcoholic beverages index was unchanged at 125.1.

Group indexes a year earlier (July 1965) were: food 139.0, housing 141.1,

clothing 121.1, transportation 147.0, health and personal care 175.4, recreation and reading 154.6, and tobacco and alcohol 122.5.

## Wholesale, May 1966

The general wholesale index (1935-39=100) rose to 258.8 in May, up 0.2 per cent from the April index of 258.2, and 3.7 per cent above the May 1965 index of 249.5. Five of the eight major group indexes were higher in May, while three declined.

The animal products group index increased 0.8 per cent in May to 293.2 from the April index of 291.0 on higher prices for livestock, boots and shoes, unmanufactured leather, milk and its products, and fresh and cured meats. An advance of 0.4 per cent to 336.2 from 334.8 in the wood products group index was due to price increases for cedar and hardwoods. The iron products group index rose 0.3 per cent to 268.1 from 267.4 on price increases for rolling mill products and pig iron. The textile products group index rose 0.2 per cent to 252.0 from 251.5, and the vegetable products group index rose 0.2 per cent to 226.9 from 226.7.

The chemical products group index declined 0.8 per cent to 206.6 from 208.2 because of lower prices for soaps and detergents. The non-ferrous metal products group index decreased to 229.4 from 229.9, and the non-metallic minerals products group index to 192.4 from 192.5.

## Wholesale, June 1966

The general wholesale index 1935-39=100) rose 0.2 per cent in June to 259.4 from the May index of 258.8, and was 2.9 per cent higher than the June 1965 index of 252.1. Four of the eight major group indexes were higher in June while the remaining four declined.

The animal products group index advanced 1.0 per cent in June to 296.1 from the May index of 293.2 because of price increases for fresh and cured meats, livestock, and dressed fowl. A rise of 1.0 per cent to 339.5 from 336.2 in the wood products group index reflected higher prices for newsprint and furniture. Increases of 0.1 per cent or less occurred in the following major group indexes: non-metallic minerals products to 192.6 from 192.4, and chemical products to 206.7 from 206.6.

The vegetable products group index declined 0.7 per cent in June to 225.4

from the May index of 226.9 because of lower prices for potatoes, sugar and its products, rubber and its products, tea, coffee and cocoa, and onions. Decreases of 0.1 per cent were recorded for the following major group indexes: textile products to 251.7 from 252.0, iron products to 267.9 from 268.1, and non-ferrous metals products to 229.1 from 229.4.

## City Consumer, June 1966

The consumer price indexes (1949=100) advanced between May and June in the ten regional cities. Movements ranged from an increase of 0.7 per cent in Saint John to a fractional increase of 0.1 per cent in Vancouver, Saskatoon-Regina, Winnipeg and Ottawa.

The component indexes exhibited mixed movements throughout the regional cities. Food indexes were higher in all cities. Housing indexes rose slightly in five cities, remained steady in three and declined in two. Clothing indexes rose in nine cities and remained unchanged in one. Transportation indexes advanced in six cities, held steady in two and dropped in two.

Indexes for health and personal care were higher in three cities, unchanged in five and lower in two. Recreation and reading indexes also showed mixed movements with increases in five, decreases in two and no changes in three. The tobacco and alcohol indexes alone remained unchanged in all cities.

Regional consumer price index point changes between May and June were: Saint John +1.0 to 140.8; St. John's +0.7 to 126.3\*; Montreal +0.6 to 142.2; Halifax +0.4 to 138.1; Toronto +0.4 to 146.3; Edmonton-Calgary +0.4 to 134.1; Ottawa +0.2 to 143.7; Winnipeg +0.2 to 138.9; Vancouver +0.2 to 138.3; Saskatoon-Regina +0.1 to 135.8.

## Residential Building

The price index of residential building materials (1935-39=100) increased in May by 0.1 per cent to 346.1 from 345.6 in April, and to 151.8 from 151.6 on the 1949=100 base. The price index of non-residential building materials (1949=100) remained at 150.2.

The price index of residential building materials (1935-39=100) increased 0.1 per cent in June to 346.4 from 346.1 in May. On the 1949=100 base it rose to 151.9 from 151.8. The price index of non-residential building materials (1949=100) advanced 0.3 per cent to 150.6 from 150.2

*Continued on page 549*

\* On base June 1951=100.



# Presswomen: Their Status in Canada

An investigation into the working conditions of women in all branches of journalism—newspapers, magazines, radio, television, public relations and related fields—was undertaken by the Canadian Women's Press Club on the occasion of its 60th birthday in 1964. The survey included all 10 provinces.

Conclusions reported were drawn from questionnaires probing professional association, vocational achievements, expectations, remuneration, education background and personal history.

Drawing on the 1961 Census of Canada as a basis for comparison, the report states that the Canadian Women's Press Club\* could be a very much larger group. According to the Census there were 3,313 women occupied in the field who were eligible for membership in 1961. Analysis was based on returns from 296 presswomen, 84 of whom were non-members, all working full time, although the survey included part-time workers as well. More than half the respondents worked on newspapers and magazines, one in four in public relations and advertising.

The average age of presswomen in Canada was considerably lower than that of respondents in the survey, when compared with 1961 Census data:

	1961 Census %	CWPC Survey %
Under 30	29.4	12
30 - 39	26.2	21.5
40s and 50s	36.5	56
over 60	7.9	10.6

Again resorting to Census data, a larger proportion of the respondents (12 per cent) reported free-lancing, and 8 per cent reported self-employment. A possible explanation suggested in the report was the age factor, for young people in recent years have had more opportunity to enter salaried employment than their

senior colleagues, many of whom have returned to productive work in this area after curtailed domestic responsibilities.

## Remuneration

Earnings of respondents showed an average of \$6,150 per annum, whereas the average earnings reported in the Census for presswomen was \$3,201, the latter figure excluding self-employed. The Census reported 64 per cent of the women in this area earning less than \$4,000. Only 16 per cent of the survey respondents fell into this category.

Further comparison of salary rates was precluded because the ranges used in compiling Census data and the survey differed somewhat. The Census reports 11 per cent earning over \$6,000 per annum, and the survey 29 per cent earning over \$7,000. More than half of the women surveyed (188) said they were underpaid, while six considered themselves overpaid.

Although average rates of pay were lower for women than for their male colleagues, the disparity was least in the larger urban centres, Montreal, Toronto and Ottawa, and greatest in the smaller centres.

## Education

The level of education for respondents was shown to be somewhat higher than for the Census. About one in five presswomen in the Census were holders of a university degree, as against one in three of the survey respondents. More than half in the survey had had some university study, whereas the Census reports 40 per cent in that category. Upwards of one in 10 respondents had had the benefit of post-graduate study, and one in five reported ability to work in a second language.

## Personal

Marital status was quite similar for both the Census and the survey (42 per cent and 41 per cent "single" respectively), but showed a rather lower proportion of divorced persons (3 per cent against 9 per cent). Of the respondents, 112 reported they had children, and 30 of these were grandmothers.

The question regarding reasons for working brought the following replies:

	Number	Per cent
Earning a living	137	46
To supplement other income	43	15
To keep from being bored	11	4
Personal satisfaction	95	32
Other	9	3

In response to questions regarding career potential, 124 women said there were opportunities for advancement, while 140 disagreed. Replies from 78 questionnaires conveyed the opinion that being a woman precluded opportunities for advancement—but 124 disagreed. Upwards of one in three (106) were anxious for promotion, whereas 117 were not.

When questioned about management's attitude, none reported it "unfavourable;" four felt it was "lukewarm," 122 "favourable," and 139 "highly regarded."

## Career Patterns

Replies on length of service revealed an average of 6½ years in the present job, 8.8 years with the same employer, and 14.4 years in the profession. On the pattern leading to present employment, 60 reported having been transferred from clerical and secretarial work, 53 had taken college or journalism courses, 69 had moved from a related field, 102 expressed a desire for creative work and self-application and 31 were in a miscellaneous group.

For 124 respondents, supervisory duties involving other press people were included whereas 151 had no such obligations in the performance of their jobs. Average working hours reported were 37½ per week, although seven out of 10 women reported working overtime on occasion. Only one in four received additional compensation for overtime.

A rather pessimistic note was struck by one of the analysts of the survey data. In view of the decline in membership, it was estimated that the group would be ineffectual in 10 years and practically non-existent in 20.

\*Membership listed as 600 in *National Women's Organizations in Canada 1965-66*, Women's Bureau, Canada Department of Labour.

# Blakeney House for the Handicapped

Dedication ceremony marks opening of rehabilitation centre at Victoria, B.C.

A new sheltered workshop, Blakeney House, operated by Goodwill Enterprises for the Handicapped, was opened in Victoria on May 31.

A bronze plaque in the lobby of the building was unveiled by Major-General the Honourable George R. Pearkes, V.C., Lieutenant-Governor of British Columbia. Hon. R. W. Bonner, Q.C., British Columbia Attorney-General and Minister of Commercial Transport, delivered an address at the dedication ceremonies. Civic leaders and clergy of various denominations attended the opening.

The plaque bears the inscription: Blakeney House—Dedicated in Perpetuity to the Training and Rehabilitation of Employable Handicapped Persons, May 1966—Rotary Club of Victoria, B.C.

The new building is named after Frederic Blakeney, himself handicapped as a result of muscular dystrophy, who was instrumental in bringing about the establishment of the League of the Handicapped in Victoria in 1954. Mr. Blakeney, who has been confined to a wheelchair for 16 years, was present at the opening ceremony. Although he is no longer active in the day-to-day work of the organization, he still takes an interest in it and he visits the centre from time to time.

Rotary's Goodwill Enterprises for the Handicapped came into being in Victoria largely through the efforts of Fred Blakeney. Recognizing soon after the League of the Handicapped was founded that the handicapped needed something more than recreation—the first object of the organization—he went to Seattle to see the work of the Goodwill organization there.

On his return to Victoria, he succeeded in enlisting the help of the Rotary Club of Victoria in starting a similar program for their city, and the club adopted this enterprise as one of their

permanent activities. The new building is largely the result of their efforts.

The purpose of Goodwill Enterprises is to provide counselling, evaluation, training and help in finding jobs for handicapped disadvantaged persons to enable them to fit into regular employment. It also aims to provide steady work for those who are too severely handicapped to compete for normal employment.

For the past eight years, Goodwill Enterprises had provided the community with a growing program of rehabilitation services for the handicapped, and they hope that their new building will enable them to provide more adequate services. Until now, no more than 90 persons could be accommodated at one time, but in the new building there will be room for about 250.

## Broader Program

The principal enterprise so far has been the reclaiming of used clothing, toys and small appliances, but a broader range of training and employment can now be provided. Plans for the future include a main appliance repair shop and a furniture repair and refinishing department.

It is planned also to provide training for domestic employment. A small apartment unit within the centre will be used to provide a four-week course in practical housekeeping. The trainees will then be placed in actual homes for a two-week trial period before placement.

When equipment has been purchased and installed in the centre's large, modern cafeteria, training in cooking and restaurant work will be added. A large bookkeeping machine has been loaned to Goodwill. This will be used to do all the bookkeeping of the enterprise, and it will also be used to train suitable handi-

By the staff of Civilian Rehabilitation Branch,  
Department of Citizenship and Immigration.

capped persons as bookkeeping machine operators.

The building itself is a single-storey, concrete and reinforced steel structure situated on a 2½-acre site in the centre of downtown Victoria, and it has been designed with the special needs of handicapped people in mind. It is equipped with ramps and wide doorways, and each washroom has an extra wide stall to accommodate wheelchair clients.

## Special Feature

A special feature of the building is an unloading dock at one end, with a shipping dock at the opposite end, to provide a "straight line" flow of production. A second floor is planned for the future, and additional space has been allocated for a dormitory. The administrative area has counselling, evaluation and training offices and conference rooms. The rehabilitation centre is intended to serve all of Vancouver Island, and trainees from outside the city will come to Victoria for training, after which they may return to their own communities for employment.

In addition to the departments already mentioned, the centre will have a gymnasium, a medical treatment room and administrative offices. The medical treatment room contains a complete health department equipped to conduct pre-placement and annual physical examinations, as well as to render emergency medical service.

Vocational rehabilitation workshops and training facilities are a much needed service if handicapped persons, and others who for various reasons have failed to find their place in the labour market, are to be assisted in developing latent abilities that are needed in Canada's economy and are to be enabled to take their place in the labour force. The establishment of Blakeney House is an instance of the way in which public support can be enlisted to help in providing a vital community service.



# Changing Skill and Technological Change

"When we are talking about jobs, we are talking about something very important, not only for their economic significance, but for their significance to people as individuals. If you meet an old friend whom you have not seen for years you probably greet him with 'What are you doing these days?' This does not imply an overriding interest in work. The enquiry about the job is an enquiry about the person. The job one holds conveys something about one's interests, one's personality and one's way of life.

"The subject of changing jobs, therefore, has important social and psychological overtones and it is doubtful whether a high degree of occupational mobility will ever be achieved unless we realize the scope of the problems that have to be faced."

These are the words of Dr. Eunice Belbin of the Research Unit into Problems of Industrial Retraining, University College, London, England. The extract is from an address she made to the spring 1965 conference of the British Association for Commercial and Industrial Education.

Dr. Belbin said that there are three problems central to questions of manpower utilization and training. The first is the nature of the disparity between jobs which are being created and the skills of the people available to fill them. The second is the problem of effectively directing the people who are in need of training into the training places that are available. The third is the need to consider how the method of training may facilitate the adjustment between people, training vacancies and jobs.

## Least Mobile

National forecasts, made in both Great Britain and the United States on changes in occupational structure resulting from the high rate of technological change, have drawn attention to an expected decline in unskilled and semi-skilled jobs, including manual and clerical, and to an increase in skilled jobs, particularly those requiring technicians.

Studies in the United States show that the unskilled worker is at a considerable disadvantage compared with the skilled worker when redundancy arises. Problems involving such factors as age, lower

educational standards, and the size of the firm render him the least mobile member of the work force.

"All this then," continued Dr. Belbin, "leads to the belief that those who are likely to be most vulnerable in the future will tend to be the semi-skilled, unskilled and adult workers in the middle and upper range of the age scale, and that the traditional means of re-entering the labour force will be more restricted.

The most effective manpower policy would then be to kill two birds with one stone. . . tackle the problem of the redundant, or prospectively redundant unskilled adult worker, and solve the problem of the shortage of skilled labour at the same time—upgrade labour by retraining. . . How far can we go in upgrading? We do not know. We know only something of the problems we are likely to encounter on the way."

## Training Placement

Concerning the second problem of effectively directing those in need of training to the available training places, Dr. Belbin pointed out that redundant middle-aged persons were more difficult to place than younger persons. Their formal education was often lower. And pension plans and the expectation of a shorter working life militate against employer acceptance.

Dr. Belbin believes that while these problems could be tackled by educational and economic measures, other important problems concerning mature adult workers remain: (1) their reluctance to present themselves for training; (2) their reluctance to change jobs; (3) the difficulty of convincing an adult that he could achieve new skills; and (4) the fear of anything new, and of social attitudes towards training.

"Our observations suggest that the reluctance to engage in new learning is a complex and not a simple problem", continued Dr. Belbin. It certainly tends to increase with increasing age, but it is also related to the educational status. The evidence suggests that trainee resistance is strongest in groups with low educational status, and also that the longer removed individuals are from their last experience of education, the

more reluctant they are to engage in further education at a later stage."

If there are to be fewer jobs for unskilled and semi-skilled people in the future, then these are the people who would benefit the most from training—yet these are the people least willing to present themselves. Evidence shows that many of them could eventually become skilled workers.

Perhaps it would be easier if retraining could be considered as part of one's job and continue throughout one's working life.

## Program Content

As for the third problem, the content of the training programs themselves, Dr. Belbin asked: "To what extent does the course material need to be specially tailored to adult trainees? In retraining the middle-aged workers, we are often faced with just those learners who rejected formal learning in their school days. Yet in many cases we take it for granted that they will be able to return to the classroom atmosphere to learn new skills."

She went on to point out that studies in her own research unit showed that the method of training for adult workers was crucial, and that, with an appropriate method of training, the older workers did considerably better even than the younger groups.

"The first step in approaching these problems is to establish a suitable climate in which the older worker can have his qualms allayed and be encouraged to learn," declared Dr. Belbin. "This is often where failure occurs. We had evidence recently of a fair proportion of older men resigning from a training course at the end of the first week. This was at the time of the first formal test . . . It is very difficult to restore and to retain the older learner's confidence so that he is sufficiently motivated to continue learning."

Other conditions necessary to promote learning in older people are the avoidance of rigidity in schedules and timings, avoidance of comparisons in performance between young and old, and respect for the individual's human dignity. In addition, tasks must be challenging and the sessions longer.

# Certification and Other Proceedings Before the Canada Labour Relations Board

The Canada Labour Relations Board met for three days during June. It granted four applications for certification, two applications for revocation of certification, rejected one application for certification and ordered one representation vote. During the month, the Board received one application for revocation of certification and thirteen applications for certification, and allowed the withdrawal of three applications for certification.

## Applications for Certification Granted

1. Transportation-Communication Employees' Union, System Division No. 7, on behalf of a unit of operators, dispatchers and agents employed at certain work places by Canadian Pacific Railway Company, Montreal, Que. (L.G., Jan-Feb., p. 34).

2. Office and Technical Employees' Union, Local 15 of the Office and Professional Employees' International Union, on behalf of a unit of clerical workers employed by Los Angeles-Seattle Motor Express, Inc., Burnaby, B.C. (L.G., Aug., p. 456).

3. Transport Drivers, Warehousemen and Helpers' Union, Local 106 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of drivers, helpers and mechanics employed by Martel Express Ltée., Farnham, Que. (L.G., Aug., p. 456).

4. Miscellaneous Workers, Wholesale and Retail Delivery Drivers and Helpers, Local Union No. 351 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of drivers and other employees of Dominion Auto Carriers Ltd., Oakville, Ont., working at Vancouver (L.G., Aug., p. 457).

## Application for Certification Rejected

Transport Drivers, Warehousemen and Helpers' Union, Local 106 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicant, and Maurice Guillemette Inc., St-Gregoire, Que., respondent (L.G., Aug., p. 456). The application was rejected for the reason that it was not supported by a majority of the

employees eligible to cast ballots in the representation vote conducted by the board.

## Representation Vote Ordered

Brotherhood of Locomotive Firemen and Enginemen, applicant, Canadian National Railways, Montreal, Que., respondent, and Brotherhood of Locomotive Engineers, intervener (L.G., Oct. 1965, p. 931). The Board directed that the names of the applicant and the intervener appear on the ballot (Returning Officer: G. A. Lane).

## Applications for Revocation Granted

1. Bruno Fortier, *et al.*, applicants, Transport Drivers, Warehousemen and Helpers' Union, Local 106, of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, respondent, and Veilleux Transport Inc., East Angus, Que., respondent (L.G., Aug. p. 457). The application was for the revocation of the Board's order of April 29, 1965, certifying the respondent union as the bargaining agent for a unit of truck drivers, maintenance men and helpers employed by Veilleux Transport Inc. (L.G., June 1965, p. 524).

2. Serge Montmorency, *et al.*, applicants, International Union, United Automobile, Aircraft and Agricultural Implement Workers of America (UAW) (now International Union, United Automobile, Aerospace and Agricultural Implement Workers of America), respondent, and La Compagnie Nationale Air France, Montreal, Que., respondent (L.G., Aug., p. 457). The application was for the revocation of the Board's order of October 6, 1959, certifying the respondent union as bargaining agent for a unit of operations officers, cargo agents, traffic agents, commissary agents and ground hostesses employed by the respondent

This section covers proceedings under the Industrial Relations and Disputes Investigation Act, involving the administrative services of the Minister of Labour, the Canada Labour Relations Board, and the Industrial Relations Branch of the Department.

company at Montreal International Airport, Dorval, Que. (L.G. 1959, p. 1291).

## Applications for Certification Received

1. Labourers' International Union of North America, Local Union 1113, on behalf of a unit of stevedores and other employees employed by Henderson Lumber Company Limited, Mulgrave, N.S. (Investigating Officer: D. T. Cochrane).

2. Labourers' International Union of North America, Local Union 1113, on behalf of a unit of stevedores and other employees employed by Rudolf Van Der Walde (Canada) Ltd., Mulgrave, N.S. (Investigating Officer: D. T. Cochrane).

3. Labourers' International Union of North America, Local Union 1113, on behalf of a unit of stevedores and other employees employed by Williams & Simpson, Mulgrave, N.S. (Investigating Officer: D. T. Cochrane).

4. United Steelworkers of America, Local 6536, on behalf of a unit of employees of Cassiar Asbestos Corporation Limited, Cassiar, B.C., employed at Clinton Creek, Y.T. (Investigating Officer: J. D. Meredith) (See item 2 of Applications for Certification Withdrawn, below).

5. Building Service Employees' International Union, Local 308, on behalf of a unit of employees of Atomic Energy of Canada Limited, Pinawa, Man. (Investigating Officer: A. E. Koppel).

6. Office and Professional Employees' International Union, Local 131, on behalf of a unit of employees of The Bell Telephone Company of Canada, employed in the Directory Sales Department in Ontario, excluding those employed at Ottawa and certain other locations considered to be in the company's Eastern Region (Investigating Officer: S. Emmerson).

7. International Association of Machinists and Aerospace Workers on behalf of a unit of flight engineers employed by TransAir Limited, St. James, Man. (Investigating Officer: A. E. Koppel).

8. Canadian Marine Officers' Union on behalf of a unit of licensed engineers



employed by Lakeland Tankers Ltd., Toronto, Ont. (Investigating Officer: S. Emmerson).

9. Seafarers' International Union of Canada on behalf of a unit of unlicensed personnel employed by Navigation Voyageur Inc., Montreal, Que. (Investigating Officer: R. L. Fournier).

10. United Steelworkers of America, Local 6536, on behalf of a unit of employees of Cassiar Asbestos Corporation Limited, Cassiar, B.C., employed at Clinton Creek, Y.T. (Investigating Officer: J. D. Meredith).

11. International Union of Mine, Mill and Smelter Workers (Canada) on behalf of a unit of employees of Cassiar Asbestos Corporation Limited, Cassiar, B.C., employed at Clinton Creek, Y.T. (Investigating Officer: J. D. Meredith).

12. Transport Drivers, Warehousemen and Helpers' Union, Local 106 of the International Brotherhood of Teamsters,

Chauffeurs, Warehousemen and Helpers of America on behalf of a unit of drivers and helpers employed by Grenier Express Inc., Shawinigan, Que. (Investigating Officer: R. L. Fournier).

13. Canadian Union of Public Employees on behalf of a unit of certain production employees of the Canadian Broadcasting Corporation, Ottawa, Ont. (Investigating Officer: A. F. Tulloch).

#### Application for Revocation Received

Elio Ponte, *et al.*, applicants, International Union, United Automobile, Aerospace and Agricultural Implement Workers of America (UAW), respondent, and *Alitalia Linee Aeree Italiane*, S.p.A., Montreal, Que., respondent. The application is for the revocation of the Board's order of September 22, 1964, certifying the respondent union as bargaining agent for a unit of traffic department employees of the respondent com-

pany employed at Montreal International Airport, Dorval, Que. (L.G. 1964, p. 986, Feb. 1965, p. 136).

#### Applications for Certification Withdrawn

1. Western District Diamond Drillers' Union, Local 1005 of the International Union of Mine, Mill and Smelter Workers (Canada), applicant, and Cameron McCutcheon Drilling Ltd., Vancouver, B.C., respondent. (L.G., Aug., p. 457).

2. United Steelworkers of America, Local 6536, applicant, and Cassiar Asbestos Corporation Limited, Cassiar, B.C., respondent. (See item 4, Applications for Certification Received, above).

3. International Union of Mine, Mill and Smelter Workers (Canada), applicant, and New Imperial Mines Ltd., Whitehorse, Y.T., respondent (L.G., Aug., p. 457).

## Conciliation and Other Proceedings Before the Minister of Labour

During June, the Minister of Labour appointed conciliation officers to deal with the following disputes:

1. Canadian Broadcasting Corporation and the Canadian Wire Service Guild, Local 213 of the American Newspaper Guild (Conciliation Officer: J. S. Gunn).

2. Robert Transport Ltée., and Local 106 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: R. L. Fournier).

3. British Columbia Telephone Company and the Federation of Telephone Workers of British Columbia (Traffic Division, Clerical Division and Plant Division) (Conciliation Officer: D. S. Tysoe).

4. Transcanada Communications Limited (Station CKC-TV) Regina, Sask., and National Association of Broadcast Employees and Technicians (Conciliation Officer: A. E. Koppel).

5. The Pembroke Electric Light Co., Limited, and Local 1905 of the International Brotherhood of Electrical Workers (Conciliation Officer: J. S. Gunn).

6. Vancouver-Seattle Bus Lines Ltd., and Taxicab, Stage, Bus Drivers, and Dispatchers' Union, Local 151 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers

of America (Conciliation Officer: J. D. Meredith).

7. Radio Futura Ltd. (Radio Stations CKVL-AM and CKVL-FM) Verdun, Que., and *Le Syndicat Général de la Radio (CSN) CKVL* (Conciliation Officer: C. E. Poirier).

8. Canadian Pacific Air Lines, Limited, Vancouver Airport, B.C., and Canadian Air Line Pilots' Association (Conciliation Officer: D. S. Tysoe).

9. Air Canada and Canadian Air Line Pilots' Association (Conciliation Officer: C. E. Poirier).

#### Settlements by Conciliation Officers

1. United Keno Hill Mines Limited, Elsa, Y.T., and Local 924 of the International Union of Mine, Mill and Smelter Workers (Conciliation Officer: J. D. Meredith) (L.G., Aug., p. 457).

2. Boston and Rockland Transportation Company Limited, Yarmouth, N.S., and Local 927 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: D. T. Cochrane) (L.G., Aug., p. 457).

3. National Harbours Board, Port Colborne Elevator; and Port Colborne Elevator Workers' Union, Local 1015, International Union of Mine, Mill and

Smelter Workers (Canada) (Conciliation Officer: T. B. McRae) (L.G., Aug., p. 457).

4. Buntain Bell Co. Ltd. and Charlottetown Shipping Services, Charlottetown, P.E.I., and Labourers' Protective Union No. 9568 (Conciliation Officer: H. R. Pettigrove) (L.G., Aug., p. 458).

5. Bristol Aviation Services, Winnipeg, and Lodge 741 of the International Association of Machinists and Aerospace Workers (Conciliation Officer: A. E. Koppel) (L.G., Aug., p. 458).

6. Baton Broadcasting Limited, Agincourt, Ont., and Toronto Newspaper Guild, Local 87 of the American Newspaper Guild (Conciliation Officer: T. B. McRae) (L.G., July, p. 374).

7. Canadian Pacific Railway Company (B.C. Coast Steamship Service) and Seafarers' International Union of Canada (Conciliation Officer: D. S. Tysoe) (L.G., May, p. 238).

8. Trove Transport Limited, Toronto, and Locals 91 and 938 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: T. B. McRae) (L.G., Jan.-Feb., p. 35).

9. British Columbia Television Broadcasting System Ltd. (CHAN-TV) and National Association of Broadcast

Employees and Technicians (Conciliation Officer: D. S. Tysoe) (L.G., Dec. 1965, p. 1199).

10. National Harbours Board, Port of Vancouver (security and non-security employees) and Vancouver Harbour Employees' Association, Local 517, International Longshoremen's and Warehousemen's Union (Conciliation Officer: D. S. Tysoe). (L.G., Apr., p. 172).

11. St. Johns (Iberville) Transport Company Limited, Toronto, and Local 938 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: T. B. McRae) (L.G., Apr., p. 172).

#### Scope and Administration of Industrial

Conciliation services under the Industrial Relations and Disputes Investigation Act are provided by the Minister of Labour through the Industrial Relations Branch. The branch also acts as the administrative arm of the Canada Labour Relations Board in matters under the Act involving the board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944 and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certificates given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for controlling applications for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to

#### Conciliation Boards Appointed

1. TransAir Limited, St. James, Man., and Lodge 2223 of the International Association of Machinists and Aerospace Workers (L.G., Aug., p. 458).

2. The Bell Telephone Company of Canada, Directory Sales Department, Eastern Region, Montreal, and Local 57 of the Office & Professional Employees' International Union (Bell Unit) (L.G., July, p. 374).

#### Conciliation Boards fully Constituted

1. The Board of Conciliation and Investigation established in April to deal with a dispute between Ogilvie Flour Mills Co. Limited, Montreal and *Le*

#### Relations and Disputes Investigation Act

the Wartime Labour Relations Board to administer provisions concerning the certification of bargaining agents; the writing of provisions—for incorporation into collective agreements—that fix a procedure for the final settlement of disputes concerning the meaning or violation of such agreements; and the investigation of complaints referred to it by the minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported here under two headings: (1) Certification and Other Proceedings Before the Canada Labour Relations Board and (2) Conciliation and Other Proceedings Before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax and St. John's, Newfoundland. The territory of four officers resident in Vancouver comprises British Columbia, Alberta and the Yukon and Northwest Territories; two officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and Northwestern Ontario; four officers resident in Toronto confine their activities to Ontario; five officers in Montreal are assigned to the province of Quebec, and a total of three officers resident in Fredericton, Halifax and St. John's represent the Department in the Maritime Provinces and Newfoundland. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.

*Syndicat National des Employés de Ogilvie Flour Mills Co. Limited (CSN)* (L.G., July, p. 374) was fully constituted in June with the appointment of Harold Lande, Q.C. of Montreal, as Chairman. Mr. Lande was appointed by the Minister on the joint recommendation of the other two members of the Board, W. M. Baker of Lachine and Jean Denis Gagnon of Montreal, who were previously appointed on the nomination of the company and union, respectively.

2. The Board of Conciliation and Investigation established in April to deal with a dispute between Canadian National Railways and Brotherhood of Railroad Trainmen (L.G., July, p. 374) was fully constituted in June with the appointment of His Honour Judge Walter Little of Parry Sound, as Chairman. Judge Little was appointed by the Minister in the absence of a joint recommendation from the other two members of the Board, R. V. Hicks, Q.C. of Toronto and Douglas Fisher of Ottawa, who were previously appointed on the nomination of the company and union, respectively.

3. The Board of Conciliation and Investigation established in April to deal with a dispute between Quebecair, Inc., Rimouski, Que., and International Association of Machinists and Aerospace Workers (hostesses, flight agents, and employees in the maintenance, traffic and operations departments) (L.G., July, p. 374) was fully constituted in June with the appointment of His Honour Judge Jean-Louis Peloquin of Sherbrooke, as Chairman. Judge Peloquin was appointed by the Minister on the joint recommendation of the other two members of the Board, André Deom of Boucherville and Gerald McManus of Sherbrooke, who were previously appointed on the nomination of the company and union, respectively.

4. The Board of Conciliation and Investigation established in May to deal with a dispute between Robin Hood Flour Mills Limited, Montreal, and *Le Syndicat National des Employés de Robin Hood Flour Mills Limited (CSN)* (L.G., Aug., p. 458) was fully constituted in June with the appointment of Harold Lande, Q.C., of Montreal, as Chairman. Mr. Lande was appointed by the Minister on the joint recommendation of the other two members of the Board, Jean H. Gagné, Q.C., of Quebec City and Jean-Denis Gagnon of Montreal, who were previously appointed on the nomination of the company and union, respectively.

5. The Board of Conciliation and Investigation established in May to deal with a dispute between Canadian



Broadcasting Corporation and International Alliance of Theatrical Stage Employees and Moving Picture Machine Operators of the United States and Canada (L.G., Aug., p. 458) was fully constituted in June with the appointment of His Honour Judge C. E. Bennett of Owen Sound, as Chairman. Judge Bennett was appointed by the Minister on the joint recommendation of the other two members of the Board, J. W. Healy, Q.C., and A. Alan Borovoy, both of Toronto, who were previously appointed on the nomination of the company and union, respectively.

6. The Board of Conciliation and Investigation established in May to deal with a dispute between Canadian Pacific Railway Company and Brotherhood of Railroad Trainmen (L.G., Aug. p. 458) was fully constituted in June with the appointment of His Honour Judge Walter Little of Parry Sound, as Chairman. Judge Little was appointed by the Minister on the joint recommendation of the other two members of the Board, R. V. Hicks, Q.C., of Toronto and Douglas Fisher of Ottawa, who were previously appointed on the nomination of the company and union, respectively.

#### Board Reports Received

1. *CKCV (Québec) Limitée*, Quebec City, Que., and National Association of Broadcast Employees and Technicians (L.G., Oct., 1965, p. 933).

2. Quebec North Shore and Labrador Railway Company, Sept-Iles, Que., and Lodge 767 of the International Association of Machinists (L.G., Mar., p. 102).

3. Ogilvie Flour Mills Co. Limited, Montreal, and *Le Syndicat National des Employés de Ogilvie Flour Mills Co. Limited (CSN)* (L.G., July, p. 374).

4. Polymer Corporation Limited, Sarnia, Ontario, and Oil, Chemical & Atomic Workers' International Union, Local 9-14 (L.G., July, p. 374).

5. Quebecair, Inc., Rimouski, Que., and International Association of Machinists and Aerospace Workers (hostesses, flight agents, and employees in the maintenance, traffic and operations departments) (L.G., July, p. 374).

6. Dominion Auto Transit Company Limited (Windsor and Chatham terminals) and Dominion Auto Carriers Limited (Oakville terminal) and Local 880 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (L.G., July, p. 374; Aug., p. 458).

7. The Hamilton Harbour Commissioners, and Canadian Union of Public Employees (maintenance and harbour employees) (L.G., Apr., p. 172).

#### Settlements After Board Procedure

1. Canadian Pacific Air Lines, Limited, Vancouver, B.C., and Canadian Air Line Flight Attendants' Association (L.G., Mar., p. 102).

2. The Hamilton Harbour Commissioners, and Canadian Union of Public Employees (maintenance and harbour employees) (L.G., Apr., p. 172).

#### Industrial Inquiry Commissions Appointed

1. The Minister of Labour on June 23 appointed Dr. L. A. Picard of Montreal, as a special mediator to deal with certain matters connected with the settlement of a dispute affecting The Shipping Federation of Canada, Inc., Montreal, and International Longshoremen's Association (Locals 375, 1657, 1522, Montreal; Local 1846, Trois-Rivières; and Locals 1739 and 1605, Quebec City (L.G., Aug., p. 459). A stoppage of work commenced on May 9, and terminated on June 15.

2. The St. Lawrence Seaway Authority (Operational & Maintenance Forces); (Cornwall Headquarters Building Unit); (Welland Canal Twinning Project) and Canadian Brotherhood of Railway, Transport and General Workers (L.G. July, p. 374). Senator Norman A. MacKenzie of Ottawa was appointed on June 10.

#### Settlement after Strike Action

The Shipping Federation of Canada, Inc., Montreal, and International Longshoremen's Association (Locals 375, 1657, 1522, Montreal; Local 1846, Trois-Rivières; and Locals 1739 and 1605, Quebec City) (see above).

### "Labour costs in Canada" published by CLC

Labour's case against the view that inflation in Canada in recent years has been due to a greater or lesser degree to the increase in wages that has taken place during the period is presented in a booklet, *Labour Costs in Canada*, published by the Research Department of the Canadian Labour Congress. The publication is announced on the title page as being the first in a series of studies on current economic problems to be published by the Congress.

The study, the introduction states, is intended to serve two purposes: "The first is to provide workers with an understanding of the relationships between wages, productivity, profits and prices in language which, as far as possible, will be free from formal economics terminology . . . . The second purpose is to communicate to the public organized labour's point of view on some controversial questions such as incomes policy, inflation, and administered pricing."

After devoting the first few pages of the booklet to an argument that "it is possible for wages to rise without increasing production costs and without endangering our international competitiveness, the authors go on to cite evidence obtained from studies by the Economic Council of Canada, the Dominion Bureau of Statistics, "an economist of the Canada Department of Labour," and the United States Bureau of Labor Statistics, which "show that productivity in recent years has grown as fast or faster than wage rates, and that Canada's competitiveness, so far as labour cost is concerned, has been improving relative to other industrial countries."

The study considers the application to Canada of "wage-price guideposts" similar to those set up by the President's Council of Economic Advisers in the United States, and it rejects such a plan.

It argues that labour should not even try to keep wage increases down to the rate of increase in productivity, because, "if labour accepted that wage rates should never advance faster than productivity, this would mean that labour's share of a rising national income should never increase . . . ."

"Organized labour in Canada is likely to reserve the right, even under an incomes policy, to seek wage increases greater than increases in productivity. It would be inconsistent with organized labour's egalitarian philosophy to do otherwise. This does not mean, however, that labour would ignore productivity . . . ."

The last part of the study, which deals with inflation in general, and with measures by government to damp down inflation, follows the tenor of the statement on economic policy that was presented to the CLC's 6th Constitutional Convention (L.G., June, p. 284).

# Legal Decision Affecting Labour

British Columbia Court of Appeal rules that Labour Relations Board's decision cancelling representation vote and certifying bargaining authority are not reviewable on *certiorari*

On June 24, 1965, the British Columbia Court of Appeal, by a majority decision, allowed an appeal from the judgment of Mr. Justice Munroe and held that the decision of the Board to cancel an order for a representation vote and certify a new bargaining authority were findings of fact and, therefore, not reviewable on *certiorari*.

## Summary of Facts

On March 23, 1964, three unions (the International Union of Operating Engineers, Local No. 115; Building Material, Construction and Fuel Truck Drivers Union, Local No. 213; and Tunnel and Rock Workers, Local No. 168) applied to the B.C. Labour Relations Board to be certified for a unit of employees of Zeballos Iron Mines Limited, for which Local 851 of the Zeballos District Mine and Mill Workers Union had been certified since May 2, 1961.

On April 10, 1964, Local 851 wrote to the Board objecting to the application on several grounds, including the ground that the majority of the employees were not members of the three unions. On May 12, 1964, the Board directed a representation vote under Section 12(3) of the B. C. Labour Relations Act. On July 7, 1964, the Board issued an order cancelling the direction to take a representation vote, and issued a certificate of bargaining authority to the three unions that applied for certification.

On July 10, 1964, the Board wrote to Local 851 of the Mine and Mill Workers Union notifying them that, prior to the completion of the vote, and while the application for certification was pending, the Board was informed that the employer had, contrary to Section 12(9) of the Labour Relations Act, altered condi-

tions of employment of the employees affected by the application. Further, the Board added:

The Board is satisfied that under this circumstance the true wishes of the employees in the unit are not likely to be disclosed by a representation vote, and therefore, pursuant to Section 65(3) of the Labour Relations Act, it has reconsidered its decision to take the said vote and has cancelled the said decision of May 12, 1964. It has further directed that the ballots cast on June 19, 1964, be destroyed.

As the Board is satisfied that a majority of the employees in the unit were, at the date of application for certification, members in good standing of the applicant trade-unions and is not in doubt as to whether a majority of the employees in the unit wish to be represented by the applicant trade-unions, it has, pursuant to Section 12(4) of the Labour Relations Act, certified the trade-unions. A copy of the certification is enclosed.

On application of Local 851, the order of July 7, 1964, cancelling the direction of a representation vote and the order certifying a new bargaining authority were quashed by Mr. Justice Munroe (1964) 49WWR671, on the ground that the Board acted without jurisdiction, since it had no power to certify, once it had ordered a vote, except in accordance with the result of the vote. That judgment was appealed.

## Vote Cancellation Valid

The appellant unions contended that the order cancelling the direction for a

By the staff of Legislation Branch, Department of Labour.

representation vote was valid under Section 65(3), and the certificate of bargaining authority to the appellant unions was valid under Section 12(4) of the Labour Relations Act.

Local 851 contended that the Board, under Section 65(3), does not have the power to cancel the direction of a representation vote under Section 12(3) for the reason that Section 12(4), in imperative language "shall certify," requires the Board to certify the trade-union obtaining a majority of the ballots, and that implies that the direction, upon being made, can not be cancelled under Section 65(3).

Section 65(3) of the Act provides that the Board may "reconsider any decision or order made by it under this Act, and may vary or cancel any such decision or order . . ."

In the opinion of Mr. Justice Sheppard, the contention of Local 851 would require Section 65(3) to be read subject to an implied proviso making such power of review applicable to "any decision or order" other than one under Section 12(3). Mr. Justice Sheppard held that the generality of the language of Section 65(3) precludes such construction. It follows that the Board had power under Section 65(3) to have cancelled the representation vote and, therefore, had power under Section 12(4) to make the certification of the unions in question.

Further, Mr. Justice Sheppard noted it was contended that there was no notice by the Board of its intention to cancel, under Section 65(3), the direction of a representation vote. The cancellation was therefore invalid.

With reference to the decision of the Supreme Court of Canada in *Toronto Newspaper Guild, Local 87 v. Globe*



*Printing Co.*, (L.G. 1953, p. 1174), Mr. Justice Sheppard stated that there was no doubt about the rule requiring a quasi-judicial body such as the local governing Board to give a fair opportunity to the parties to correct or contradict relative matters prejudicial to their view, and that requirement is made statutory in Section 62(8), which reads that the Board "shall determine its own procedure, but shall in every case give an opportunity to all interested parties to present evidence and make representation."

In Mr. Justice Sheppard's opinion, however, that rule has been complied with in the situation at bar. By a letter of June 12, 1964, the solicitor for the appellant unions complained to the Board of the employer having increased

the wages during negotiations. By a letter of June 19, 1964, the Board sent a copy to Local 851 and asked for "representations concerning this matter" by June 29, 1964, and on June 25, 1964, Local 851 replied.

#### **No Right of Review**

Further, Mr. Justice Sheppard held that the findings made by the Board, and under which it had acted, were findings of fact, namely, that "the true wishes of the employees in the unit are not likely to be disclosed by a representation vote," and that "the Board is satisfied that a majority of the employees in the unit were, at the date of application for certification, members in good standing." The statute gives no right of review of a finding of fact by the Board and, in the

absence of such right of appeal, the findings must stand.

#### **Certiorari Not Available**

Finally, Mr. Justice Sheppard held that, if the Board did err in its decision, these errors were of fact and thus outside the remedy of *certiorari*.

#### **Orders Restored**

The Court, by a majority decision, allowed the appeal. The order of the Labour Relations Board cancelling the direction to take a representation vote and the order certifying the appellant unions were restored. *Labour Relations Board of British Columbia et al. v. Zeballos District Mine & Mill Workers Union, Local 851*, (1965) 53 WWR, Part 7, Page 385; CCH Canadian Labour Law Reporter, para. 14,081.

## Recent Regulations under Provincial Legislation

New Brunswick increases minimum rates for certain industries

Alberta issues new regulations respecting noise and fibrosis of the lungs

In New Brunswick, the minimum wage in the wholesale and retail trades, and in the manufacturing and food processing industries, was increased to 90 cents an hour, and in the service industries, to 80 cents an hour.

In Alberta, new regulations to protect employees against excessive noise and fibrosis of the lungs were issued under the Public Health Act. Two new hours of work and minimum wage orders granted employees in the nursery industry, and in highway and railway construction conditional exemptions from the general hours and overtime standards. The apprenticeship regulations for the plasterer trade were revised.

Other new regulations deal with safety rules for work near power lines in Quebec, a new gas utilization code in Ontario, and gas licences in Saskatchewan.

### **ALBERTA**

#### **Alberta Labour Act**

Two hours of work and minimum wage orders exempting employees in the nursery industry and in the highway and railway construction industries from general hours and overtime requirements

were gazetted on June 15 and went into force on the date of publication.

#### **Nursery Industry**

The order for the nursery industry (Alta. Reg. 184/66) exempts employees in this industry from the general hours and overtime standards to the extent of permitting them to work up to nine hours in a day and 48 in a week on a straight-time basis. Time and one half the regular rate must, however, be paid for all time worked in excess of the prescribed limits.

The new order applies to all employees and employers engaged in the propagation and preparation for sale of trees, shrubs and plants, except where the employer's operation is carried on principally in a greenhouse.

#### **Highway and Railway Construction**

The order for highway and railway construction (Alta. Reg. 168/66) is similar to an order issued last year, except that it applies to employees engaged in the construction, maintenance and repair of a provincial railroad, as well as to employees in highway construction. It permits employees in these industries to work up to 10 hours in a

day and 191 hours in a month at straight-time rates, with provision for overtime after these limits.

The order also provides for a variation of the weekly rest requirement. Employees in these industries must be allowed days of rest in respect of a period not exceeding 24 days of work on a basis of not less than: one day in each period of seven consecutive days; two consecutive days of rest every 14 consecutive days, three every 21, and four every 28.

#### **Apprenticeship Act**

The apprenticeship regulations for the plasterer trade have been re-issued with some changes.

To become an apprentice, a person must be between 16 and 21 years of age, but an older person may be accepted if recommended by the local advisory committee.

The minimum educational standard remains Grade 9 or its equivalent, but a person with less education may now be accepted by the Director of Apprenticeship if he has been recommended by a local advisory committee and has passed the prescribed examination.

As before, the ratio of apprentices to journeymen is one to three. However, on the recommendation of the local advisory committee, the Director may now authorize the employment of such additional apprentices as the circumstances warrant.

The previous four-year term of apprenticeship has been changed to four periods of 12 months each. Each period consists of not less than 1,800 hours of employment, including time spent attending prescribed technical courses. An exception permits an apprentice who does not accumulate 1,800 hours in any 12-month period, to advance to the next period on the recommendation of the local advisory committee.

The Provincial Apprenticeship Board, on the recommendation of the local advisory committee, may allow time credits if it is satisfied that a person has had experience in the trade, or has attended a technical or vocational school and has specialized in a course or courses applicable to the trade.

During the first period of his apprenticeship, an apprentice plasterer must be paid not less than 55 per cent of the prevailing wages of a journeyman in the same trade. This rate must be increased to 65 per cent during the second period, to 75 per cent during the third, and to 90 per cent during the fourth period. No apprentice may be paid less than the minimum wage fixed by the Board of Industrial Relations.

Upon submission of proof of efficiency, a person with not less than four years' experience in the trade of plasterer may apply for examination for a certificate of qualification.

Where a candidate fails such an examination, the Director may, upon receipt of a report from the local advisory committee:

- issue a certificate when such action is warranted by factors of age, experience, employers' reports, and examination mark;
- advise the candidate to re-attempt the examination after a minimum waiting period of six months;
- advise the candidate to register as an apprentice and complete his training in accordance with The Apprenticeship Act and the regulations; or
- advise the candidate of outright failure.

The new regulations were gazetted as Alta. Reg. 169/66 on June 16 superseding Alta. Reg. 98/60.

#### **Elevator and Fixed Conveyances Act**

An amendment to the regulations under the Alberta Elevator and Fixed

Conveyances Act (Alta. Reg. 166/66 gazetted on June 15) adopted the latest edition of the Canadian Standards Association's Safety Code for Elevators, Dumbwaiters and Escalators (B44-1966) as regulations under the Act, in place of the previous edition adopted in 1962.

#### **Public Health Act**

New regulations made by the Provincial Board of Health designed to protect workers against fibrosis of the lungs and from the effects of noise were gazetted on June 15.

#### **Regulations Respecting Fibrosis** (Alta. Reg. 186/66)

The regulations respecting fibrosis, which went into force on July 1, make it compulsory for every person employed in any occupation where he may be exposed to the inhalation of any substance that may produce fibrosis of the lungs to have a medical examination at least once every two years. The examination must include a 14" x 17" chest X-ray and a pulmonary function test.

The regulations list three groups of occupations in which medical examinations are compulsory, with provision for the addition of other occupations at the discretion of the Board.

Group I includes the following occupations in which workers may be exposed to free silica dusts: street sweeping; rock and gravel crushing; sandblasting; hard-rock mining and coal mining; brick, tile, pottery and ceramics making; demolition; tunnelling; cement making; foundry work; steel making; gravel road maintenance; concrete making and breaking; glass making; and fertilizer manufacturing.

Group II comprises occupations involving exposure to asbestos dusts and includes insulation workers, demolition workers, and asbestos processors.

Group III comprises occupations involving exposure of the worker to organic dusts, and includes feed mill operators, seed cleaning and processing plant operators, and grain elevator operators.

The prescribed medical examinations are to be given by officials designated by the Board of Health without charge to the employees. If necessary, the Board of Health may arrange to have the chest X-ray performed in a hospital at the cost of the Department of Public Health. The manager, superintendent or other person in charge of a plant or operation must allow employees time off during working hours, without loss of pay, to undergo the required examinations.

#### **Certificates and Records**

Every person who has undergone the prescribed examination is to be given a certificate indicating the date of the examination, which he must present to the manager, superintendent or person in charge of the plant or operation employing him. The certificate must be renewed every two years unless the Board extends the time limit.

Every manager, superintendent or person in charge of an operation where workers may develop fibrosis of the lungs is obliged to see that the required certificates are obtained from employees within two years of commencement of employment. All certificates are to be kept on file and made available for inspection on request.

#### **Regulations Respecting Noise** (Alta. Reg. 185/66)

The regulations to protect employees against noise include a graph with contours showing the maximum sound pressure levels to which persons may be exposed each day for given periods of time.

People who work in areas where high noise levels exist must not be exposed to the hazard for daily periods longer than those set out in the graph without ear protection.

If a person is required to work in areas where the sound pressure levels exceed the prescribed limits, the employer is required to take appropriate measures to suppress the noise to the specified levels. If it is not reasonably practicable to decrease the noise or to isolate the workers from it, the employer must supply him, free of charge, with such personal protective equipment as will reduce the noise hazard to acceptable levels. The worker must wear the equipment provided.

Whether wearing protection or not, persons working in an area in which the exposure to noise exceeds the limits shown on the graph must submit to such hearing tests as may be required by the Provincial Board of Health. The employer must allow such persons the necessary time off during normal working hours, without loss of earnings.

Any executive officer of the local Board of Health or the Provincial Board, or any other person designated by the Provincial Board, is authorized to inspect, at any time during the normal working day, any establishment where high noise levels are suspected.

As a note for general guidance, the regulations state that, if a person with normal hearing has difficulty in understanding shouting from a distance of two



feet, the background noise is probably higher than the acceptable level.

## NEW BRUNSWICK

### Minimum Wage Act

In New Brunswick, amendments to the minimum wage orders for the wholesale and retail trades, and the manufacturing, food processing and service industries, increased rates by 10 cents an hour, effective July 1.

(a) Whole and retail trades and manufacturing (Order No. 3). The rate for employees in the wholesale and retail trades, and in all manufacturing industries, is now 90 cents an hour. As before, this rate is based on a regular work week of 48 hours.

(b) Food processing (Order No. 4). The general minimum for employees in the food processing industry is now 90 cents an hour, instead of 80 cents. The minimum for casual workers employed for 16 weeks or less in a calendar year is 70 cents an hour. These rates are again based on a regular work week of 54 hours.

An amendment to the coverage section of this order also deleted the reference to grain and flour mills as these are now covered by an order under the Canada Labour (Standards) Code.

(c) Service industries (Order No. 5). For the service industries, the minimum rate now payable for a regular work week of 48 hours or less is now 80 cents an hour, instead of 70 cents.

The maximum amount that an employer may now charge an employee in a service industry for board is now \$6 a week or 40 cents a meal, whichever is the lesser. The maximum charge for board and lodging remains \$8 a week, and for lodging only, \$2 a week.

## ONTARIO

### Energy Act

New regulations under the Ontario Energy Act to be known as the "Gas Utilization Code" were gazetted as O. Reg. 166/66 on June 18. The regulations replace O. Reg. 334/64 (L.G. 1965, p. 268).

The new Code, which comprises 85 sections, is in two parts. Part I, which sets out general requirements for gas utilization, designates the agencies authorized to test gas appliances, and lays down rules to ensure the safe use of appliances. One such rule makes it mandatory for every distributor to have all appliances to which he supplies gas inspected at least once every six years by a gas fitter employed by him.

Part II sets out installation requirements applicable to all gas appliances, as well as special rules for particular types

of appliances, including construction heaters and accessories intended for temporary heating on construction sites, appliances in commercial storage or repair garages, and carbon dioxide generators for controlled atmosphere warehouses and greenhouses.

## QUEBEC

### Industrial and Commercial Establishments Act

In Quebec, new safety regulations governing work in the vicinity of electrical lines (O.C. 886) were gazetted and came into force on June 4, 1966.

Issued under the Industrial and Commercial Establishments Act, the regulations were prepared after studies by Department of Labour engineers and chief inspectors of industrial and commercial establishments, and were approved by the safety department of Quebec Hydro.

The regulations apply to all work such as: excavation, demolition, transportation of equipment, construction or other work which may be carried out in the proximity of electric lines and their accessories, except service supplies of 220 volts or less between the main distribution lines of power companies and the consumer's service. An exception is also made for the construction, repair or maintenance of electric energy transport lines, their supports and accessories when such work is carried out by authorized agents. (An "authorized agent" means a person or company employed and authorized by a power company.)

The general rule is that no one shall carry out any work where any piece or part of machinery, or any person may come within 10 feet of conductors or their electrical accessories without written permission from an authorized agent. Before any such work is started, any person, company, contractor or other person must advise the Inspection Service of Industrial and Commercial Establishments of the province, and obtain written permission from an authorized agent.

In cases where the authorized agent permits work within the 10-foot limit, the person or company must take one or more of the following safety measures:

- de-energize the conductors and their electrical accessories for the whole period of work near the power line;
- construct a screen, grid or other adequate guard against contact with energized conductors or their accessories;
- install an approved, insulated, cage-type guard about the boom or arm of all hoisting equipment that may come

in contact with energized conductors or their accessories, and install an approved insulator link between the cable and load hook;

—see that conductors and their accessories are covered with insulated protectors by an authorized agent.

The inspection service may also require the installation of a current-detecting device to warn operators of hoisting equipment whenever their machines are approaching power lines.

The owner, agent or employer responsible for equipment must post the prescribed warning signs on machinery that moves.

## SASKATCHEWAN

### Gas Inspection and Licensing Act

New regulations under the Saskatchewan Gas Inspection and Licensing Act governing gas licences, installation permits and inspection fees were gazetted as Sask. Reg. 143/66 on June 24. They went into force on July 1, replacing O.C. 2244/57.

The Act requires gas contractors, gas fitters, employers and supply houses to be licensed. Previously, licences were valid only for one year and had to be renewed at the beginning of each calendar year. A 1965 amendment now permits licences to be issued for a period specified in the regulations.

In line with this change, the new regulations now authorize licences for a term of one year or of five years, with provision for refunds after two years if a licence is surrendered.

### Fitters' Licences

A fitter's licence may be issued to a person who possesses such experience and who passes such examination as the Chief Inspector of the Gas Inspection and Licensing Branch of the Department of Labour may require.

It authorizes the holder to work for a licensed contractor on all gas installations and equipment authorized by his licence and the licence held by his employer. Two types of fitters' licences are again provided for: general fitter (First class) and domestic fitter (Second class).

### Contractors' Licences

Three classes of contractors' licences are again provided for: general, domestic and limited.

A general contractor's licence, as before, permits the holder to engage in any work to which the Act applies. A domestic contractor's licence authorizes the holder to work on domestic installations (now defined as single-unit installa-

*Continued on page 541*

## Decrease Reported in June Placements From Total in Same Month Last Year

During June 1966, local offices of the National Employment Service found jobs for 111,400 workers. This was a decrease of 2.2 per cent from the number of placements made a year ago, although the overall number of job vacancies reported by employers was somewhat higher this year.

The decrease in placements was principally in the construction and forestry sectors. In the latter case, this appeared to reflect the situation in May, when it was reported that woods operations were continuing without a layoff period this year. In the Pacific Region, there was a marked increase in placement activity due to seasonal variations in the hiring of agricultural workers.

The regional distribution of June placements and the percentage changes from June 1965 were:

Atlantic	7,300	— 9.5
Quebec	23,000	—11.7
Ontario	36,500	— 4.9
Prairie	24,100	+ 0.1
Pacific	20,500	+18.4
CANADA	111,400	— 2.2

Regular placements (those involving employment with an expected duration of over 6 days) totalled 76,100. Reflecting decreases in such areas as construction, this figure was 6.0 per cent below the corresponding period in May; and the ratio of such placements to total placements declined from 71.0 per cent to 68.3.

The cumulative total of all placements for the first six months of 1966 was 551,392, a decrease of 1.9 per cent from the same period in 1965.

The regional distribution of cumulative totals and percentage changes from 1965 were:

Atlantic	38,700	— 5.7
Quebec	137,400	—12.7
Ontario	188,800	— 2.2
Prairie	110,200	+ 5.2
Pacific	76,100	+15.8
CANADA	551,300*	— 1.9

Placements of male workers amounted to 50,200, a decrease of 8.3 per cent from the total in June 1965.

The regional distribution of monthly and cumulative male placements and the percentage changes from 1965 were:

	June 1966		Jan.-June 1966	
Atlantic	5,000	—11.9	27,000	— 5.3
Quebec	16,200	—14.6	98,500	—14.8
Ontario	23,700	— 8.5	125,000	— 5.5
Prairie	17,200	— 1.9	78,600	+ 6.9
Pacific	12,200	+ 8.6	52,500	+17.4
CANADA	74,300	— 6.3	381,700	— 3.3

Female placements totalled 37,100, an increase of 7.3 per cent. This was entirely in casual placements, particularly in the Pacific Region.

The regional distribution of monthly and cumulative female placements and the percentage changes from 1965 were:

	June 1966		Jan.-June 1966	
Atlantic	2,300	— 3.4	11,700	— 6.7
Quebec	6,800	— 3.7	39,900	— 7.1
Ontario	12,900	+ 2.4	63,800	+ 4.9
Prairie	6,900	+ 5.4	31,600	+ 1.2
Pacific	8,300	+36.5	23,600	+12.4
CANADA	37,100*	+ 7.3	169,600	+ 1.3

Placements involving more than one area (transfers-out) totalled 4,700, a decrease of 400 from the total for June 1965. The proportion of such placements to all placements at 4.2 per cent decreased fractionally from last year. The cumulative total of transfers-out, at 22,200, increased by 0.5 per cent compared with the January-June 1965 total.

The regional distribution of transfers-out, together with the cumulative total, were:

	June 1966		Jan.-June 1966	
Atlantic	300		1,800	
Quebec	1,500		6,400	
Ontario	1,400		6,400	
Prairie	500		1,600	
Pacific	1,000		5,600	
CANADA	4,700		22,200*	

Employers notified the local offices of the National Employment Service of 145,900 job vacancies in June 1966, 0.7 per cent more than the total for June 1965. Vacancies for male workers at 95,400 decreased by 1.0 per cent and reflected the factors commented on under placements. Female vacancies totalled 50,500, 4.0 per cent more than the total for June 1965.

The cumulative total of vacancies for the period January-June 1966 was 744,900. While this was a decrease of 0.1 per cent from the total for 1965, it was the second highest figure for the period since 1947 and 10.5 per cent more than the January-June average during the previous five years.

\* Discrepancies in national and regional cumulative and monthly totals are due to rounding.



# Number of claimants in May decline by almost 5 per cent from total in May 1965

Claimants for unemployment insurance benefit numbered 217,600 on May 31, which was about 12,000 less than the total a year ago. The total of 413,900 on April 29 included 125,700 seasonal benefit claimants. The May total consists of regular claimants only, because seasonal benefit ceased to be payable for unemployment that occurred after May 21.

Women accounted for one third of the claimants at the end of May both this year and in 1965. This is in sharp contrast to the situation at the end of April, when only slightly more than one quarter of the total were women.

The decline in the proportion of male claimants between April and May may be attributed to two factors: seasonal expansion in industries such as construction that employ mainly men; and a smaller proportion of regular benefit, than of seasonal benefit claimants.

## Initial and Renewal Claims

A total of 91,000 initial and renewal claims were filed across Canada during May. This represented a small decline from the total of 93,300 in May 1965. The total in April was 119,900. The decline between April and May can be partly ascribed to the cessation of seasonal benefit payments subsequent to May 21.

## Beneficiaries and Benefit Payments

The average weekly number of beneficiaries was estimated at 298,100 in May, 398,200 in April, and 324,300 in May 1965.

Benefit payments totalled \$30,000,000 in May, \$37,500,000 in April, and \$31,700,000 in May 1965. Part of the decline between April and May is due to the termination of seasonal benefit in May.\*

The average weekly payment was \$23.93 in May, \$24.76 in April, and \$24.40 in May 1965.

\* In order to compensate for recorded unemployment occurring prior to and including the week of May 15-21, seasonal benefit payments would have been made, as usual, during the week of May 22-28, and residual payments will continue to be made until all cases are cleared.

## Seasonal Benefit, 1965-66

Claims considered under the seasonal benefit provisions accounted for more than 40 per cent of the initial claims processed during the 1965-66 seasonal benefit period, with proportions ranging from a high of 65 per cent in Prince Edward Island to 35 per cent in Ontario and Alberta.

Initial claims established under the seasonal benefit provisions totalled 250,000 this year, approximately 34,000 fewer than the total a year ago. In about 10 per cent of the cases, eligibility was achieved from contributions in fishing. For this group, the number was only slightly lower than the total last year, the decline occurring mainly among persons eligible for non-fishing seasonal benefit.

Since seasonal benefit becomes operative at the time of year when climatic conditions bring about a reduction in employment, the December claim load tends to be the heaviest. About 50 per cent of the December initial claims processed were considered under the seasonal benefit provisions. Of the 250,000 seasonal benefit claims established, 68,000 were in December and 51,300† in January.

The number of claimants reporting for seasonal benefit at the end of each month reached a peak of 142,600 in March. On April 29, close to one third of those reporting were classified as seasonal benefit claimants. This proportion is somewhat greater than in March, and reflects a relative decline in regular claimants either as they exhaust their benefit and transfer to seasonal, or as they withdraw from claimant status and return to work.

† A substantial proportion of this total would have been filed in December and would be retroactive to the date filed.

A claimant's unemployment register is placed in the "live file" at the local office as soon as the claim is made. As a result, the count of claimants at any given time inevitably includes some whose claims are in process. Claimants should not be interpreted either as "total number of beneficiaries" or "total job applicants."

During the season just terminated, preliminary estimates indicate that approximately \$55.2 million was paid under the seasonal benefit provisions. For the same period one year ago, the total was \$68.2 million. This decline is associated with the substantial reduction of claimants for seasonal benefit as noted above.

The statistics that follow are supplied by the Unemployment Insurance Commission.

## Insurance Registrations

On May 31, insurance books or contribution cards had been issued to 3,418,988 employees who had made contributions to the Unemployment Insurance Fund since April 1.

On the same date, registered employers numbered 345,861, an increase of 76 since April 30.

## Enforcement Statistics

During May, 9,916 investigations were conducted by enforcement officers across Canada. Of these, 6,990 were spot checks of claims to verify the fulfilment of statutory conditions, and 812 were miscellaneous investigations. The remaining 2,114 were investigations in connection with claimants suspected of making false statements to obtain benefits.

Prosecutions were begun in 283 cases, 88 against employers and 195 against claimants.‡ Punitive disqualifications as a result of false statements or misrepresentations by claimants numbered 683.‡

## Unemployment Insurance Fund

Revenue received by the Unemployment Insurance Fund in May totalled \$33,434,138.52††, compared with \$29,156,842.55 in April and \$30,743,561.80 in May 1965.

Benefits paid in May totalled \$29,991,590.13††, compared with \$37,513,959.68 in April and \$31,697,100.37 in May 1965.

The balance in the Fund on May 31 was \$136,606,044.76††. On April 30, it was \$132,011,635.05; and May 31, 1965, it was \$22,721,490.23.

‡ These do not necessarily relate to the investigations conducted during this period.

†† All figures for May 1966 are subject to revision.

# Decisions of the Umpire Under the Unemployment Insurance Act

Decisions were rendered in two cases under the Unemployment Insurance Act by the Umpire, Hon. Mr. Justice D. Kearney of the Exchequer Court of Canada. The cases heard were: CUB 2575 and CUB 2584.

## CUB 2575

(Translation)

The claimant filed a claim stating that he had worked last as a planer operator at 88 cents an hour, from June to November 1964, when he separated because of a shortage of work.

The enforcement officer learned from the claimant in April, 1965 that from early December 1964 to March 31, 1965 he was logging with his father on the latter's wood lot. All the profit from the cut timber went to the father, and the claimant was supposed to be working for his board, valued at \$12.00 per week. Since April 1, 1965, the claimant had been working at a sawmill for 90 cents an hour.

The claimant later made the following statement to the Commission:

Last winter, I helped my father with a little logging, but derived no salary or profit from the timber. I did that to occupy my time and earn my board and lodging, valued at \$12.00 per week. That did not interfere with my availability, as I could leave my father at any time and accept suitable employment. I did not declare this because I earned nothing. I did not know that the value of the board and lodging was considered salary and had to be declared as such. I read my booklet in part but saw nothing like that . . .

The insurance officer informed the claimant that he was disqualified from benefit and that payment was suspended from December 6, 1964, to March 27, 1965, inclusive, because in his opinion, the claimant had failed to prove that he was unemployed, as he had worked the entire work week while employed by his father (Secs. 54(1) and 57(1) of the Act, and Para. 155 of the Regulations).

Early in August the secretary of the *Fédération de L'Union Catholique des Cultivateurs* informed the local office that the claimant had refused to pay the amount claimed by the Unemployment Insurance Commission, namely \$272, that he considered the obligation an injustice, and that he wished to appeal the

insurance officer's decision to a board of referees.

The board met and stated that the claimant's allegation that his employment by his father was unimportant because it yielded him only the value of his board and lodging was irrelevant under the Act. It also declared that the fact the claimant was employed during the whole week, within the meaning of the Act, compelled it to consider him as not unemployed during the winter of 1964-65. Consequently, the board unanimously upheld the decision of the insurance officer.

In a letter received at the local office, the claimant requested a new hearing by the board of referees, on the ground that certain circumstances had not been sufficiently considered at the time of the initial hearing: In his letter, he said:

I was unemployed, available and willing to accept employment at any time. This can be very easily proved, since I was at home both in the morning and the afternoon, and was thus able to accept any employment offered at any time.

My usual occupation is rather seasonal. . . I am 20 years of age and I have never worked outside my locality. On December 22, I tried to go to Sept Iles for employment as a contract pulpwood hauler. Hired previously at a rate of 60 cents a cord . . . when I reached Sept Iles, I found the rate reduced to 30 cents and no truck available for two or three weeks. Under the circumstances, employment was not suitable. Rather than remain entirely idle, I helped my father, who usually does a bit of lumbering during winter on a lot he owns a few miles from the farm.

During that casual and unpaid employment, there were periods [when] I remained at home for entire weeks without employment and was always available. During the weeks starting February 8 and February 22, 1965, during that entire period of unemployment, hundreds of area workers with much more experience in the bush than I had had, were unemployed, and the Commission is perfectly aware of this.

The board of referees met again and its decision reads in part:

[The claimant's letter] was carefully studied by the board but was not

thought to contain any new facts capable of influencing the first decision of the board of referees. Based on decisions given in CUBs 1765 and 1826, our opinion is that the claimant, who worked for his father in lumbering and logging, should be considered within the meaning of the Act as having been employed full time and therefore as not having been unemployed.

The Claimant's allegation that this work produced only the approximate equivalent of his board is not of great importance within the meaning of the Act. In this case, the fact that the claimant had no remuneration other than his board does not lead to the conclusion that he was unemployed within the meaning of the Act.

Also, the fact that a claimant shows he was available for work is not evidence of his unemployment status (CUB 758-1). Therefore the board, by a majority vote, decides to uphold the decision of the insurance officer.

The dissenting member expressed the following opinion:

. . . The claimant has clearly shown that he was available, and proves it by a trip he made to Sept Iles . . . to get employment hauling pulpwood by contract.

The claimant's letter proves that he certainly had no intention of remaining idle. The work performed for his father should be considered as normal relations between father and son. I also consider that the claimant's hours of work were too irregular to be considered as permanent employment.

The union organizer of the *Fédération de l'Union Catholique des Cultivateurs* then appealed to the Umpire, alleging that the claimant had been unemployed during the period in question, and that he had tried to procure employment during that period; and contending that the claimant was not obliged to refund the amount claimed by the Unemployment Insurance Commission.

During the hearing by the Umpire, the union's representative submitted a statement of his own, and also three sworn statements, two by the claimant and one by his father.

The union representative contended in his statement that no effort had been made to find out whether the claimant had been available for paid employment while he was helping his father, and also



that the logging work had been quite irregular. He said that the insurance officer's report had been inaccurate regarding the regularity of the work, and he submitted a sworn statement by the claimant's father in which the point was made that the insurance officer's statement that the claimant and his father left for the bush at about 8 a.m. could not have been correct because the father had had to take the children to school, which started at 9 a.m., before starting for the bush.

This statement, the union representative said, showed clearly that the hours of work were very irregular, and that the work performed by the claimant could only be considered as "normal father-and-son relations." If that were to be considered as employment within the meaning of the Act, it would mean that "a farmer's son would not dare to help his father to milk the cows for fear of losing his unemployment insurance benefit." This would be encouraging idleness.

The union representative also disputed the statement of the board of referees that the claimant had made no efforts, "considered sufficient," to obtain employment. He produced a statement by the claimant, similar to the one he had previously made to the board, regarding his attempt to obtain employment at Sept Iles. The claimant added in this statement that he had returned home from Sept Iles because he had not the means to pay for his board and lodging for the fortnight he would have had to wait for work.

### Considerations and Conclusions

According to the ruling given by the Umpire in his decision CUB 1785 (L.G. 1961, p. 63), a claimant's availability is not an important criterion in deciding the unemployed status of a son working for his father when no strict conditions in respect of the hours of work have been established. According to Regulation 154(2), the amount of time effectively spent on the occupation is the important point to be decided.

In the present case, the evidence indicates that the time spent by the claimant working for his father was quite considerable. I must, for that reason alone, confirm the majority decision of the board of referees. I consequently decide to dismiss the appeal of the Federation.

Notwithstanding the above, I relieve the claimant from any disqualification from benefit under Sec. 54(1) of the Act and Regulation 154(1) for the period during which he did not work for his father while looking for employment. The duration of such period is to be determined by the insurance officer, who

will also have to decide whether the claimant was available within the meaning of Sec. 54(2)(a) of the Act during that period.

### CUB 2584

#### (Translation)

The claimant filed an initial claim for benefit at the local office and registered for employment as a glove sewer. At that time she stated she had last worked as a seamstress, earning \$35 a week from March to October 1964, when she separated on account of a "lack of work." She added that she was without work and was available.

In reports to the local office, the claimant stated that she had worked part time for the same employer, and that her weekly earnings over a four-week period were \$10, \$10, \$17, \$12. However a statement from her employer for the same weeks showed that the claimant's earnings were \$17.70, \$37.05, \$21.78 and \$29.51.

The insurance officer therefore notified the claimant that she had been disqualified in the amount of \$29, under Section 65 of the Act, because in his opinion the claimant had made false and misleading statements or representations.

In a letter to the local office the claimant declared that if there were inaccuracies in her statements, they were made because of lack of information, and not with the intention of defrauding the UIC.

... As we get slips for our work, I simply counted the slips and subtracted \$1.50 for deductions from my pay. I did not count the bonus we are given and which varies according to the days we work, and often the forms were gone when I received my pay. That is why I did not know exactly. I was not familiar with this, but you may be sure that in the future, if I work while unemployed, I shall take all the necessary steps not to make a mistake again. I have not much education, and you must realize that if at 50 I am still at work, I do so out of necessity. . .

The claimant appealed to the board of referees, and wrote two more letters to the local office in order to explain her case.

In a majority decision, the board of referees concluded that the foregoing letter did not contain anything that could justify the claimant's inaccurate statement.

[In her letter] the claimant states that she just took the slips into account, but did not count the bonus received. However, the bonus, being part of her earnings, had to be disclosed; and her

letter to the Unemployment Insurance Commission shows clearly that she was aware of her obligation. In view of all these facts . . . the officer's decision should be upheld.

The dissenting member made the following remarks:

It seems that the claimant made an involuntary mistake, because, in this type of industry, bonuses are deferred and paid separately. The claimant disclosed the amounts earned according to the slips on hand, but not knowing what the additional bonuses would be, she did not disclose them at the time. In my opinion, the claimant did not mean to defraud the Unemployment Insurance Commission intentionally . . .

The claimant sent the following letter to the local office on November 10:

... I do not appeal against the overpayment of \$29 which I have received involuntarily and through ignorance. Be assured that in the future, I will not make any more mistakes, if possible. However, I wish to appeal against the punitive disqualification in the amount of \$29 which I consider unduly high . . .

At this point, the insurance supervisor of the local office asked the claimant's employer for more information. The questions and relevant answers were:

Q. At what date were the bonuses paid for the weeks in question?

A. We withhold them for a week; the bonuses are paid at the same time as work done.

Q. Are they paid once a month?

A. Bonuses are paid each week.

Q. Is the amount of bonuses the difference between the earnings stated by the claimant and the earnings you reported?

A. About the same . . .

In her appeal to the Umpire the claimant wrote as follows:

My reasons for appeal are contained in my letter of November 10, 1965. I do not appeal against the overpayment, but against the punitive disqualification imposed on me although my statements were made without fraudulent intentions, but through ignorance.

The insurance officer submitted the following remarks to the Umpire:

According to evidence, the statements on earnings made by the claimant . . . were inaccurate, and she thus received \$29 benefit to which she was not entitled. The claimant does not question these facts, but states that her actual earnings are higher than the reported earnings because she did not

disclose the bonuses paid by the employer and she subtracted \$1.50 for ordinary deductions made by the employer from her gross earnings. It should be pointed out that the dissenting member of the board of referees erroneously assumed that payment of the bonus was delayed and made separately, whereas there is no reference to this fact in the information on file, and the claimant never alleged that this was so. However, since the dissenting member seems to base his dissension mainly on this erroneous assertion, the local office checked the facts with the employer, who explained that the bonuses were paid each week at the same time as the balance of the payment for work performed, that is during the following week.

The claimant knew, or should have known, that she had to declare her total earnings, as explained in the booklet *Information for Claimants*, Form 501D, given to the claimant, who in each Claimant's Report stated that she had read that booklet which

specifies clearly in Paras. 15, 29(2) and 29(7)(b) that all moneys received or to be received for services rendered or work performed must be declared. One of the clauses of Para. 15 and Subpara. 2 of Para. 29 . . . explains that the claimant must declare the gross earnings before deductions for income tax, unemployment insurance contributions, etc. Moreover, according to the employer's statement . . . the difference between the amount declared by the claimant and the amount of her earnings for the weeks [in question] is greater than the amount of the bonuses. It must also be pointed out that the claimant never corrected her false reports after receiving payment of her earnings, as she should have done and as explained in Para. 15 of the booklet *Information for Claimants*.

The bonuses referred to in this case belong to the category commonly known as production bonuses which are also mentioned in the Umpire's decision CUB 1586.

Under the circumstances, we respectfully submit that the board of referees' decision is in accordance with the evidence and the established jurisprudence. It should therefore be upheld and the claimant's appeal dismissed.

### Considerations and Conclusions

The record shows that it was impossible for the claimant not to be aware of the exact amount of her earnings at the time she had to declare them to the local office.

On the other hand, even if she was not then aware of the amount, it is a fact that she abstained from correcting her statements after being informed of the exact amount of her earnings, which is far from being a point in favour of her good faith.

In view of the above, and taking into account also the fact that the dissent of one of the members of the board of referees is based on erroneous information, I decide to confirm the majority decision of the board and reject the claimant's appeal.

## National labour conference announced by Jodoin

Plans for holding a national labour conference on injunctions and other forms of legislation affecting unions were announced by Claude Jodoin, President of the Canadian Labour Congress, early in July. The announcement was made after a meeting in Ottawa of the CLC's executive council.

The conference is to be held in Ottawa on September 27 and 28, and it will be attended by delegations from the various provincial federations of labour and from unions affiliated with the Congress. Besides injunctions, the conference will discuss compulsory arbitration, national certifications and the "residual rights of management" as dealt with in the Freedman report.

The executive council dealt with a number of matters referred to it by the recent sixth convention held in Winnipeg (L.G., June, p. 280). The council passed a resolution favouring nationalization of all forms of energy, including coal, petroleum, natural gas, electricity and nuclear energy. The council also advocated public ownership of all water and sewage systems and of the Bell Telephone Company.

It asked for a government investigation into the disparity between the prices paid to farmers for food and those charged to consumers, and indicated support for systems of public and co-operative marketing.

The council decided that the Congress would seek for progressive reductions in the standard work week as one means of compensating for unemployment resulting from technological change. The policy is to be recommended to all affiliated organizations.

Longer vacations were also recommended.

The CLC will ask for studies to be made by the Economic Council of Canada and other bodies to establish the relationship between improved technology, unemployment and hours of work. The Congress wants a Royal Commission to be set up to examine various aspects of Canadian-American economic relations.

Another recommendation of the executive council was that increased exemptions should be allowed for income tax purposes, including: all approved medical expenses; transportation costs required to obtain necessary health services; cost of text books and transportation costs incurred by students attending schools and institutes of higher education; cost of child day-care; and the cost, maintenance, replacement and shipment of tools.

The council supported the introduction of a capital gains tax and recommended the removal of the sales tax on building materials and the 11-per-cent tax on prescription drugs.

## New labour standards bulletin published

A new Department of Labour publication, *Labour Standards in Canada*, is now available from the Queen's Printer.

The publication, a revised edition of the Department's former annual bulletin, *Provincial Labour Standards*, will cover federal and provincial labour laws. The change followed enactment, in 1965, of the Canada Labour (Standards) Code which set standards regarding minimum age for employment, hours of work, minimum wages, weekly rest day, annual vacations with pay, and public holidays for employees in industries within federal labour jurisdiction. A detailed account of the changes made in 1965 is outlined at the beginning of the bulletin.

The bulletin deals with the federal and provincial laws on these subjects, and also with respect to equal pay for equal work, fair employment practices and workmen's compensation. It also contains information on the statutory school-leaving age in each province, provisions of provincial laws regarding notice of termination of employment, and the labour standards in effect in the Yukon and Northwest Territories.

Copies may be obtained from the Queen's Printer at 50 cents each. The French edition is being prepared and will be available at a later date.



# Canadian Railway Office of Arbitration Settles Five Disputes Heard on July 11

Five disputes were settled by the Canadian Railway Office of Arbitration at hearings in Montreal on July 11. One of the disputes concerned a claim for pay in lieu of vacation at punitive instead of straight-time rates; one concerned a claim for payment of expenses for living accommodation; two cases centred on claims by train crews for an extra day's pay for switching work; and one case was about a dispute over the arrangement of shifts in a work week assignment.

Magistrate J. A. Hanrahan, acting as a one-man tribunal, granted the claims of the employees in two cases and dismissed them in the other three.

The five claims and the awards of the arbitrator in Cases Nos. 40 to 44 inclusive were:

## CASE NO. 40

Dispute between the Canadian National Railway (Atlantic Region) and the Transportation-Communication Employees Union about the claims of 29 telegraphers in the Chaleur Area for payment in lieu of vacation at punitive instead of straight-time rates.

In October 1964, the company informed the union that, owing to unforeseen circumstances, some telegraphers could not be relieved for vacation that year, and it proposed that vacations be deferred until 1965. The union at first refused, but in December agreed that the employees affected should be given a choice of deferring their vacation or being paid in lieu thereof.

A little later, the union asked that payment in lieu of vacation be made at the punitive rate of time and a half. Most of the employees concerned chose to be paid in lieu of vacation.

In his award, the arbitrator said the company had informed the union that, because of a lack of qualified telegraphers, it intended to invoke the provisions of Regulations Respecting Annual Vacations, passed in accordance with the Annual Vacations Act. An application

to the Director, either by way of a written agreement between the employer and the employees, or by written application by the employer, permits a postponement.

The arbitrator said these Regulations provided that, in case of a postponement, the employer was to "pay the employee the vacation pay to which that employee is entitled." The employees in this case had been paid for the hours they had worked, plus a day's pay in lieu of each of their vacations. This represented double time.

The union's claim for pay at punitive rates was based on an article in the telegraphers' agreement that read: "... However, a regularly assigned telegrapher will, if required to work on either of his rest days, be compensated for time worked during the hours of the regular assignment on such days at one and one half times the *pro rata* rate . . ."

The union's representative argued that vacation periods were rest periods, the same as assigned rest days, and should be paid accordingly. The company contended that the article quoted had no bearing on vacations, but was intended to apply to the purpose indicated by its language.

The arbitrator quoted another article of the agreement which provided that "other telegraphers . . . will be compensated for vacation at the rate of pay of their regular positions . . ." He said that a study of the article cited by the union indicated that it was intended to apply to the two rest days to which employees were entitled after completing a work week of 40 hours. "The time-and-one-half premium provided for working on these days is the usual provision generally prevailing throughout industry," he pointed out.

The arbitrator remarked that the union was, in effect, claiming pay at the rate of double time and a half in lieu of vacations, and he said that he knew of no agreement which provided pay at that rate for vacation periods. "This agreement is silent in that respect," he said.

He ruled that "to attempt to enlarge the scope of the article beyond its plainly stated limits by way of an arbitration decision would certainly be usurping the functions of those who have the responsibility to negotiate changes in this agreement. No such authority is given to the arbitrator." Double time and a half for vacations not taken must remain a matter for negotiation between the parties. The claims were therefore dismissed.

## CASE NO. 41

Dispute between the Canadian National Railways (Prairie Region) and the Transportation-Communication Employees Union about a claim by an employee for expenses for living accommodation while he was employed as a relief dispatcher at Prince Albert, Sask.

Before June 15, 1965, the claimant was a car service operator at Prince Albert, and he held rights as a relief dispatcher at that station in accordance with an article of the agreement. After having applied, and been accepted for the position of agent at two other places, he was assigned as a relief dispatcher at Prince Albert in accordance with another article of the agreement. He remained at Prince Albert in this position from July 2 to September 20, when he went on vacation.

He claimed that he was entitled to expenses for living accommodation, in accordance with an article of the agreement, for the months of July, August, and September, totalling \$269.50. The article on which the claim was based said that "... the home station of relief dispatchers . . . will be considered as their headquarters . . . Such employees will be allowed \$3.50 per day expenses for living accommodation for each calendar day that such accommodation is required away from such headquarters."

The claimant had been living in a house trailer on the outskirts of Prince Albert during part of 1963, all of 1964, and part of 1965. The union representative contended that the claimant's home

during the time covered by the claim was in the Municipality, not the City of Prince Albert, and that it was necessary for him to commute by automobile between his home and the office.

The company contended that during the period for which the claim was made, the claimant's home station, and therefore his headquarters, was Prince Albert, and that living accommodation was not required away from his headquarters during that time. At no time between July 1963 and September 20, 1965 did he establish residence at any location other than Prince Albert, the company said. It also urged that since he had lived at Prince Albert in the trailer as a car service operator and as a relief dispatcher working in the same office, no accommodation was required by him away from his headquarters.

The arbitrator decided that, in the circumstances related, it was "impossible to bring this claim within the terms outlined in the words 'for each calendar day that such accommodation is required away from such headquarters'." He added that the claimant "did not establish a headquarters at any location other than Prince Albert before, or during the period for which he is claiming expenses." The claim was therefore dismissed.

#### CASE NO. 42

Dispute between the Canadian Pacific Railway Company (Atlantic Region) and the Brotherhood of Railroad Trainmen about a claim by a conductor and crew for an additional minimum day's pay of 100 miles each for switching performed on four occasions.

On the occasions mentioned, the conductor and crew of a suburban commuter train leaving Montreal were ordered to make certain switching moves after their train arrived at Rigaud. The crew, while on continuous time, were required to switch equipment that had previously arrived at Rigaud on other suburban commuter trains to be used on two suburban commuter trains from Rigaud to Montreal the following morning. The brotherhood disputed the company's right under the agreement to require the crew to do switching at Rigaud on suburban commuter trains other than their own, and claimed an extra day's pay, which the company refused to give.

In his award, the arbitrator referred to an example explaining an article of the agreement, and he said that the question to be decided was whether the example should govern what had occurred in this case. The example read:

"On the St. Thomas-Woodstock passenger run, the work incident to such service would include turning, setting away and making up their train, but would not include station switching, or work not in connection with their train. . . ."

The arbitrator said, "Admittedly this was what comes under the term 'short turn-around passenger service'; a passenger service between two terminals involving the assignment of train crews to two or more specific trains, making one or more daily round trips, no single trip of which exceeds eighty miles."

The representative of the union had explained that in the course of years, most of the company's short turn-around services, such as that between St. Thomas and Woodstock, had been abolished, and that this class of service was generally performed in relation to suburban commuting, and was now largely confined to the Montreal metropolitan area. He contended that in the present case, there had been no emergency that justified the use of the crew in the switching involved. The company, he said, could easily have required the crews of the trains that were going to take on the equipment at Rigaud to report half an hour earlier.

The company argued that the provisions of an article of the agreement that specified the overtime basis of payment to trainmen on short-turn-around runs, including suburban service and work incidental to it, did not relate simply to the work involved in a particular assignment, but also to "branch line service and the work incident to such service." It contended that the term "service" should be interpreted broadly enough to take into account the need to operate such suburban trains on a rigid timetable so as to avoid complaints arising out of late arrivals.

The company also emphasized the point that these particular employees were on a continuous-time basis from the time they left Montreal until they returned the next morning.

The arbitrator decided that the intention of the parties as to the requirements of employees covered by the article was plainly illustrated by the example quoted, and that as long as it remained in the agreement, it must govern. He said that much of the argument advanced by the company would have had merit if it had been used in favour of the deletion of the example, "to cover the particular exigencies of present-day Montreal suburban service." But meanwhile, in his opinion, "the words 'but would not include station switching, or work not in connection with the train,'" could not be ignored.

The claims were therefore granted.

#### CASE NO. 43

Dispute between the Canadian Pacific Railway Company (Atlantic Region) and the Brotherhood of Railroad Trainmen, *ex parte*, over a claim by the brotherhood that yardmen who had been denied the right to work on their regular assignments should be compensated by one day's pay for each day this had occurred, and for an additional four hours at straight time when the men had been required to work on an assigned rest day.

The brotherhood contended that when the railway bulletined regular yard assignments to begin at 12 midnight, this shift must be considered the third shift of the day, in accordance with a rule in the agreement reading: "Where three eight-hour shifts are worked in continuous service, the time for the first shift to begin work will be between 6:30 a.m. and 8:00 a.m.; second, 2:30 p.m. and 4:00 p.m.; and the third, 10:30 and 12 midnight." This same rule was the issue in Case No. 31 (L.G., June, p. 326), and the brotherhood accepted the award in that case and acknowledged that the company might begin yard assignments at 12 midnight.

The brotherhood contended that whether a shift started at 10:30 p.m. or 12 midnight, it must be considered to be the third shift of the day on which it started and not the first shift of the day on which it ended. Before a change in bulletined assignments on September 28, 1965, the starting time of the third shift had been 11:59 p.m. The ruling in Case No. 31 had been that the shift could begin either at 12 midnight or at 11:59 p.m.

The company contended that whether the shift beginning at midnight was considered to be the third or the first shift of the calendar day was irrelevant. The assignments, together with days off, were established according to the collective agreement. "The employees have not been deprived of work on their regular assignments, as alleged," the company said, "nor have they been required to work on their assigned rest days."

The company cited three clauses in the agreement that: (1) established the work week at 40 hours consisting of five consecutive days of eight hours each with two days off in each seven; (2) provided that the work week for regularly assigned employees began on the first day on which the assignment was bulletined to work; and (3) provided that all regular yard service assignments should be for five consecutive days of



not less than eight consecutive hours per day.

The brotherhood cited a yard assignment, Assignment No. 27, as an example, and in this assignment the work week began with the shift that ran from 12 midnight to 8 a.m. on Sunday, and the assigned rest days were Friday and Saturday. In keeping with its contention that a shift beginning at 12 midnight on Sunday was in fact the third shift of Saturday, the brotherhood held that work on Saturday, a rest day, should be paid for at time and a half; and further that the shift from 12 midnight to 8 a.m. Thursday was the third shift on Wednesday, with the result that there was no work on Thursday. As the yardmen were entitled to work a Thursday shift, the brotherhood claimed payment for it, although they had not worked it.

The company pointed out that the men had continued to work and receive payment for a regular work week of five days of eight hours each, followed by two rest days.

In his award, the arbitrator said that it might clarify the issue for those who had made the claims to emphasize that midnight was the end of one day, and that one second later a new day began. It would be torturing language, he said, to find that those who had bid on the sample assignment had not performed their duties during the first eight hours of the first day of their assignment—the regular 48-hour week that formed the basis of their weekly income.

After finishing their work week at 8 a.m. on the last day of their assignment, they had 48 hours of freedom until 8 a.m. two days later, and a further 16 hours before they were required to report for duty. "It is impossible to read into that pattern any violation of the general terms of employment that have been negotiated for the employees concerned," he said. For these reasons the claims were dismissed.

#### CASE NO. 44

Dispute between the Canadian Pacific Railway Company (Atlantic Region) and the Brotherhood of Locomotive Engineers over a claim by two engineers for compensation of an additional minimum day's pay of 100 miles each for switching performed, other than in connection with their own train at Rigaud, on three separate occasions.

The circumstances of this case are almost identical with those of Case No. 42 above, except that a different union is involved and consequently a different agreement governs. As in the previous

case, the claims were made for switching other than in connection with the claimants' own train.

An article of the agreement that was quoted by the union in support of the claims reads in part: "Regularly established passenger runs less than 100 miles one way shall be considered as continuous runs, from time ordered for until laid up at the end of the day, and shall be paid at the rate of 12½ miles per hour and overtime *pro rata*, with a minimum of 100 miles per day exclusive of initial terminal time first trip. . . ."

A "note" to this provision was also quoted that said, in part, if at a turn-around point where the station was located some distance from the roundhouse the engineer were held at the station some time "until the train is switched," he would be entitled under the rule to a time allowance for the full time occupied in getting to the roundhouse.

The union drew attention to the words, "until the train is switched," as evidence that if general station switching had been contemplated, the note would have mentioned it.

Attention was drawn to the speed basis for payment in this type of passenger service, which was 12½ miles an hour, whereas in other passenger service it was 20 miles an hour. The difference in basis, according to the company, was because periods of release were included during the tour of duty in this service.

It was urged that because the brotherhood had been obliged to accept this argument as justification for the difference, it would destroy this justification if the company were to fill up these periods of release by using the engineers for other service.

A sub-paragraph of the article quoted from above was cited by the company in support of its case. The sub-paragraph read: "One hour, to include switching or other service performed, is to be allowed as a minimum at each turn-around point where there is one hour or more elapsed time between arrival and departure time of the train." The company pointed out that the word "switching" was unqualified. In this and elsewhere in the article, it urged that there was nothing to show that switching need be confined to equipment belonging to any particular train.

The arbitrator said that a study of the applicable sections of the agreement, and the notes and examples thereto, convinced him that the governing words in establishing the scope of these assignments were those at the beginning of the quotation given above, "Regularly established passenger runs . . . until laid up for the day." The words "until the train is switched" in the note were also helpful.

These, he said, restricted the requirements of the engineers on such an assignment to the operation of their own locomotives. "To permit the company to read into the word 'switching' contained in [the article and the sub-paragraph quoted above] would be to add duties that should be clearly stated. In my opinion the existing provisions do not make such a requirement obvious to those undertaking the assignments."

The claims were therefore granted.

## Wage Schedules Prepared In June

During June the Department of Labour prepared 358 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada, for works of construction, remodelling, repair or demolition, and certain services. In the same period, 259 contracts in these categories were awarded. In addition, 255 contracts that contained the General Fair Wages Clause were awarded by Central Mortgage and Housing Corporation, The St. Lawrence Seaway Authority and the Departments of Defence Production, Northern Affairs and National Resources, Post Office, Public Works and Transport.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned or to others who have a *bona fide* interest in the execution of the contract.

Contracts awarded in June for the manufacture of supplies and equipment were as follows:

Department	No. of Contracts	Aggregate Amount
Defence Production	123	\$807,627.00
Post Office	4	22,227.00
RCMP	3	48,737.50
Transport	4	32,906.14

During June the sum of \$4,960.49 was collected from 12 contractors for wage arrears due their employees as a result of the failure of the contractors, or their subcontractors, to apply the wage rates and other conditions of employment required by the schedule of labour conditions forming part of their contract. This amount is for distribution to the 205 workers concerned.

# Publications Received by Department of Labour Library

The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed by making application to the Librarian, Department of Labour, Ottawa. Students must apply through the library of their institution. Applications for loans should give the number (numeral) of the publication desired and the month in which it was listed in the LABOUR GAZETTE.

## Annual Reports

1. ALBERTA. BUREAU OF STATISTICS. *Annual Review of Business Conditions, Alberta, 1965*. Edmonton, Dept. of Industry and Development, 1966. Pp. 18 [10].
2. BRITISH COLUMBIA. CIVIL SERVICE COMMISSION. *Forty-seventh Annual Report, January 1 to December 31, 1965*. [Victoria?] Queen's Printer, 1966. Pp. 30.
3. CANADA. UNEMPLOYMENT INSURANCE COMMISSION. *Twenty-fourth Annual Report, Fiscal Year ending March 31, 1965*. Ottawa, Queen's Printer, 1966. Pp. 109.
4. GREAT BRITAIN. TREASURY. *Economic Report on 1965*. London, HMSO, 1966. Pp. 38.
5. NEW BRUNSWICK. WORKMEN'S COMPENSATION BOARD. *Forty-seventh Annual Report, 1965*. St. John, 1966. Pp. 32.
6. NEW ZEALAND. DEPARTMENT OF STATISTICS. *Report on Statistics of Prices, Wages, Labour, 1964*. Wellington, Government Printer, 1965. Pp. 71.
7. NOVA SCOTIA. DEPARTMENT OF LABOUR. *Annual Report, Fiscal Year ending March 31, 1965*. Halifax, Queen's Printer, 1965. Pp. 71.
8. QUEBEC. MINISTÈRE DU TRAVAIL. *Rapport annuel, 1963-1964. Annual Report, Department of Labour, 1963/1964*. Québec, Imprimeur de la Reine, Queen's Printer, 1965. Pp. 168. Text in French and English.
9. U.S. CONGRESS. JOINT ECONOMIC COMMITTEE. *Report on the January 1966 Economic Report of the President, with Minority and Supplementary Views*. March 17, 1966. Washington, GPO, 1966. Pp. 86.
10. U.S. PRESIDENT. *Manpower Report of the President and a Report on Manpower Requirements, Resources, Utilization, and Training by the United States Department of Labor transmitted to the Congress March 1966*. Washington, GPO, 1966. Pp. 229.

## Arbitration, Industrial

11. FLEMING, ROBBEN WRIGHT. *The Labor Arbitration Process*. Urbana, University of Illinois Press, 1965. Pp. 233.
- Contents: History and growth. The cost problem. Problems of time-lag and formality. Predictability in arbitration. Individual rights in arbitration. Problems of procedural

regularity. Some problems of evidence. Some concluding observations.

12. HIKL, MARIO. *Labour Arbitration; Handbook for Canadian Union of Public Employees*. Ottawa, CUPE [n.d., 1965?] Pp. 119.

The author is Legislative Director of the Canadian Union of Public Employees.

Contents: Arbitration. Procedure. The hearing. The decision of the Board. Enforcement of arbitration award. Grounds for quashing the award. Fees. Burden of proof. Evidence. Briefs. Written record of grievances. Investigation guide. Remarks. The summary of Canadian legislation. Glossary. Table of cases.

## Discrimination In Employment

13. KHEEL, THEODORE WOODROW. *Guide to Fair Employment Practices*. Englewood Cliffs, N.J., Prentice-Hall 1964. Pp. 127.

The author, the well known labour arbitrator and mediator, suggests ways of handling race problems in American industry. Eleven case studies are included.

14. NEW YORK (STATE) STATE COMMISSION FOR HUMAN RIGHTS. *Report of Progress; a Review of the Program for 1963*. [Albany, 1965?] Pp. [81].

## Education

15. CANADA. NATIONAL EMPLOYMENT SERVICE. *Supply and Demand, Technological Institute Graduates, 1965-66*. [Ottawa, Queen's Printer, 1966] Pp. 30.
16. CANADA. NATIONAL RESEARCH COUNCIL. *After Graduation Plans of 1965 Doctorates of Science and Engineering; a Report on Surveys of 1965 Graduates from Canadian Universities and of Canadians Graduating from American Universities* [by] A. D. Armstrong. Ottawa, 1965. Pp. 25.
17. ONTARIO. DEPARTMENT OF UNIVERSITY AFFAIRS. *Horizons; A Guide to Educational Opportunities in Ontario beyond the Secondary School Level, 1966-67*. [Toronto, 1966] Pp. 52.
18. SIMON, BRIAN. *Education and the Labour Movement, 1870-1920*. London, Lawrence & Wishart, 1965. Pp. 387.

Deals with workingmen's education in Great Britain from the passage of the Education Act of 1870 till the passage of another Education Act on August 8, 1918.

## International Labour Organization

19. HAAS, ERNST BERNARD. *Beyond the Nation-State; Functionalism and International Organization*. Stanford, Calif., Stanford University Press, 1964. Pp. 595.

This is a study of the International Labour Organization.



20. INTERNATIONAL LABOUR OFFICE. *General Examination of the Social and Economic Problems Affecting Staff Employed in Hotels, Restaurants and Similar Establishments*. First item on the agenda. Geneva, 1965. Pp. 224.

At head of title: Report 1. International Labour Organization. Tripartite Technical Meeting on Hotels, Restaurants and Similar Establishments, Geneva, 1965. Cover title: *Review of the Social and Economic Problems of Employees in Hotels, Restaurants and Similar Establishments*.

21. INTERNATIONAL LABOUR OFFICE. *Revision of Conventions Nos. 35, 36, 37, 38, 39 and 40 concerning Old-Age, Invalidity and Survivors' Pensions*. Fifth item on the Agenda. Geneva, 1965-1966. 2 volumes.

At head of title: Report 5(1)-(2). International Labour Conference. 50th session, Geneva, 1966.

Part 1 describing the law and practice in member countries included a questionnaire to be completed. Part 2 contains replies from 66 member countries, a commentary on them, and proposed conclusions.

22. INTERNATIONAL LABOUR OFFICE. *The Role of Co-operatives in the Economic and Social Development of Developing Countries*. Fourth item on the agenda. Geneva, 1965-1966. 2 volumes.

At head of title: Report 4(1)-(2). International Labour Conference. 50th session, Geneva, 1966.

Part 1 contained a proposed recommendation to be considered by member countries. Part 2 contains English and French versions of the recommendation as amended in the light of observations from member governments.

23. LANDELIUS, TORSTEN. *Workers, Employers and Governments; a Comparative Study of Delegations and Groups at the International Labour Conference, 1919-1964*. Stockholm, Norstedt & Söner, 1965. Pp. 553.

Partial contents: The work schedule of the ILO. Membership. The size and structure of the delegations. Continuity of representation. Record votes. The distribution of committee seats. Distribution of seats in the Governing Body. Presiding officers. The discussion on the report of the Director-General. Resolutions not related to items on the agenda. Equitable geographical distribution. Special sessions. The government as an employer. The WFTU period. The first years of the ICFTU.

### Labour Supply

24. ORGANIZATION FOR ECONOMIC CO-OPERATION AND DEVELOPMENT. *Manpower Policy and Problems in Greece*. Paris, 1965. Pp. 51.

Contents: The demographic background. Manpower supply and demand. Emigration—a major issue. Manpower policy and its instruments. Conclusion. Summary of conclusions of the Manpower and Social Affairs Committee on manpower policy and problems in Greece.

25. ORGANIZATION FOR ECONOMIC CO-OPERATION AND DEVELOPMENT. STATISTICS DIVISION. *Manpower Statistics, 1954-1964*. Paris, 1965. Pp. 176.

At head of title: Statistical bulletins.

26. U.S. BUREAU OF EMPLOYMENT SECURITY. *Handbook on Employment Security Job Market Research Methods; Area Skill Survey*. Washington, GPO, 1965. Pp. 43.

"The area skill survey involved the collection of basic data, mostly from employers, on (1) current employment in selected occupations; (2) employment requirements by occupation for some future date (usually 2 and 5 years hence); (3) training programs and numbers of workers in training;

(4) interest in, and need for, pre-employment or supplementary vocational training; and (5) where feasible, data by occupation on recent turnover, hard-to-fill jobs, new and emerging occupations, and the effects of technological change."

### Labouring Classes

27. KLEIN, PHILIP ALEXANDER. *Financial Adjustments to Unemployment*. New York, National Bureau of Economic Research; distributed by Columbia University Press, 1965. Pp. 12, 76.

The author examines the relation between unemployment, debt, and family expenditures in households where the wage earner becomes unemployed.

28. NATIONAL INDUSTRIAL CONFERENCE BOARD. *Employee Communication: Policy and Tools*, by Geneva Seybold. New York, 1966. Pp. 91.

"This study shows the relation of communication media to communication policy. . . More than one hundred media that can be used in implementing communication policy are described, with reference to their special uses."

29. RELIGION-LABOUR COUNCIL OF CANADA. *Report of Seventh Annual Convention, Kitchener, Ontario, January 18-19, 1966*. Toronto, 1966. 1 volume (various pagings).

30. U.S. BUREAU OF LABOR STANDARDS. *Handbook for Young Workers; Labor Laws, Training Opportunities, Sources of Help*. Washington, GPO, 1965. Pp. 29.

This booklet is for beginning workers. It tells something about applying for a job and about being employed. There is a brief outline of U.S. labour laws, general employment services and training opportunities.

31. U.S. BUREAU OF LABOR STATISTICS. *Labor Law and Practice in Tunisia*. Washington, GPO, 1965. Pp. 68.

### Minimum Wage

32. U.S. DEPARTMENT OF LABOR. *Minimum Wage and Maximum Hours Standards Under the Fair Labor Standards Act; an Evaluation and Appraisal. Report submitted to the Congress in Accordance with the Requirements of Section 4(d) of the Fair Labor Standards Act, January 1966*. Washington, GPO, 1966. 1 volume (various pagings).

33. U.S. DEPARTMENT OF LABOR. WAGE AND HOUR AND PUBLIC CONTRACTS DIVISIONS. *Hired Farm Workers; a Study to evaluate the Feasibility of extending the Minimum Wage under the Fair Labor Standards Act. Submitted to the Congress January 1966*. Washington, GPO, 1966. 1 volume (various pagings).

### Poverty

34. CONFERENCE ON POVERTY IN AMERICA, UNIVERSITY OF CALIFORNIA, BERKELEY, 1965. *Poverty in America; Proceedings of a National Conference*. Edited by Margaret S. Gordon. San Francisco, published for the Institute of Industrial Relations, University of California, Berkeley [by] Chandler Pub. Co. [1965] Pp. 465. Sponsored by various units of the University of California.

The papers in this volume are listed under the following headings: the nature of poverty in the United States; some views on anti-poverty programs; income distribution policies; education policies; full employment and labor market policies; income maintenance policies; welfare services and rehabilitation; urban renewal policies; area redevelopment and rural poverty; the role of the poor; and, a program to combat poverty in America.

35. INSTITUTE FOR RELIGIOUS AND SOCIAL STUDIES. JEWISH THEOLOGICAL SEMINARY OF AMERICA. *The Assault on Poverty: and Individual Responsibility*. Edited by R. M. MacIver. New York, Institute for Religious and Social Studies; distributed by Harper & Row, 1965. Pp. x, 154.

"Series of addresses delivered at the Institute for Religious and Social Studies of the Jewish Theological Seminary of America during the winter of 1963-1964."

Partial contents: Providing for the dependent. The problem of the unemployed. The aged poor. The ailing poor. The role of the local community. The problem of large-scale welfare services. United States affluence and poverty-stricken lands; American responsibilities at home and abroad.

#### Seminars On Manpower Policy And Program

The following six seminars were sponsored and published by the Office of Manpower, Automation and Training of the U.S. Department of Labor in Washington in 1965 and 1966.

36. ACKLEY, GARDNER. *Policies for the Promotion of Economic Growth*. Pp. 33.

"Condensed transcript of the seminar held in Washington, D.C., January 28, 1965."

37. CLARK, KENNETH BANCROFT. *Social and Economic Implications of Integration in the Public Schools*. Pp. 22.

"Condensed transcript of the seminar held in Washington, D.C., November 12, 1964."

38. CONWAY, JACK T. *Labor looks at Automation and Civil Rights*. Pp. 26.

"Condensed transcript of the seminar held in Washington, D.C., June 25, 1964."

39. KILLINGSWORTH, CHARLES C. *Structural Unemployment in the United States*. Pp. 42.

"Condensed transcript of the seminar held in Washington, D.C., December 17, 1964."

40. STRINER, HERBERT E. *Training in the Perspective of Technological Change*. Pp. 25.

"Condensed transcript of the seminar held in Washington, D.C., February 5, 1965."

41. SWADOS, HARVEY. *On the Line*. Pp. 36.

"Condensed transcript of the seminar held in Washington, D.C., June 17, 1965." The author is a Professor of Literature at Sarah Lawrence College and a writer. He spoke about the lack of communication between the worker and the middle class.

#### Women

42. INTERNATIONAL CONFEDERATION OF FREE TRADE UNIONS. *A Programme for Working Women*. Brussels [1965] Pp. 20.

Describes the activities of the ICFTU on behalf of women workers.

43. PAGE, WILLIAM ROBERTS. *Introducing The Younger Woman; the Story of an Experiment in Further Education for Younger Women out at Work*. Cambridge [Eng.] University Press, 1965. Pp. xii, 211.

The experiment is one developed by the author, a teacher of English in an English 'day release' college, whose pupils were a group of working girls. He got them writing by

offering them publication in their own magazine, *The Younger Woman*. Not only were the girls' writing skills improved but they learned to express their own interests and feelings. The book quotes their work freely, thus providing insight into teen-age attitudes to the world, to work, family life, morality, race relations and the mass media. The book is a practical guide for teachers in similar circumstances but will also engage the reader with an interest in creative new developments in education and in social trends in general.

#### Miscellaneous

44. BANFF CONFERENCE ON WORLD DEVELOPMENT. 3rd, 1965. *Canada's Role as a Middle Power; Papers given at the Third Annual Banff Conference on World Development, August 1965*. Ed. by J. King Gordon. Toronto, Canadian Institute of International Affairs, 1966. Pp.212.

Canadian Institute of International Affairs. Contemporary Affairs, no.35.

45. COONTZ, SYDNEY HENRY. *Productive Labour and Effective Demand, including a Critique of Keynesian Economics*. London, Routledge & Kegan Paul 1965. [i.e. 1966] Pp.174.

"The author uses sectoral analysis to explain (1) the dilemma of accumulation, evidenced by the conflict of interest between entrepreneurs in the producer and consumer good industries, (2) the cause of the 'Great Depression' of 1929, and (3) the inevitability of another great crisis." The author is Associate Professor, Department of Economics, University of Utah.

46. GREAT BRITAIN. MINISTRY OF LABOUR. MANPOWER RESEARCH UNIT. *Computers in Offices*. London, HMSO, 1965. Pp.63.

Discusses the effect of computers on office employment in Great Britain.

47. NATIONAL INDUSTRIAL CONFERENCE BOARD. *Administration of Cost Reduction Programs*, by Francis J. Walsh. New York, c1965. Pp. 76.

This study, based on the experiences of over 200 companies, describes cost reduction programs in both factories and offices.

48. SWANIEWICZ, S. *Forced Labour and Economic Development; an Enquiry into the Experience of Soviet Industrialization*. London, New York, Oxford University Press, 1965. Pp.321.

"Issued under the auspices of the Royal Institute of International Affairs."

"... The main purpose of this book is to analyse the economic and social background of Soviet forced labour during the years 1929-41. . ." The author was confined to a Soviet labour camp from 1939 to 1942.

49. UNITED NATIONS. DEPARTMENT OF ECONOMIC AND SOCIAL AFFAIRS. *Industrialization and Productivity. Bulletin 9*. New York, United Nations, 1965. Pp. 84.

Contents: Organizational aspects of planning. Investment in infra-structure versus direct production facilities. Analysis and projections of consumption demand; methodological notes. Seminar on industrial estates in Africa.

50. U.S. BUREAU OF LABOR STANDARDS. *Safety in Industry Instructor Outline; Basic Principles of Machinery Safeguarding*. Washington, GPO, 1965. Pp.66.



# Statistics Section

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## A—Labour Force

TABLE A-1—Regional Distribution, Week Ended June 18, 1966

	<i>Canada</i>	<i>Atlantic</i>	<i>Quebec</i>	<i>Ontario</i>	<i>Prairies</i>	<i>British Columbia</i>
(estimates in thousands)						
THE LABOUR FORCE.....	7,533	636	2,132	2,790	1,264	711
Men.....	5,279	463	1,502	1,922	892	500
Women.....	2,254	173	630	868	372	211
14-19 years.....	817	75	234	300	133	75
20-24 years.....	1,068	106	354	349	170	89
25-44 years.....	3,194	242	923	1,205	521	303
45-64 years.....	2,221	194	565	840	398	224
65 years and over.....	233	19	56	96	42	20
EMPLOYED.....	7,303	612	2,047	2,715	1,249	680
Men.....	5,110	443	1,436	1,873	881	477
Women.....	2,193	169	611	842	368	203
Agriculture.....	575	32	117	148	251	27
Non-agriculture.....	6,728	580	1,930	2,567	998	653
Paid workers.....	6,216	527	1,772	2,400	921	596
Men.....	4,227	374	1,218	1,616	605	414
Women.....	1,989	153	554	784	316	182
UNEMPLOYED.....	230	24	85	75	15	31
Men.....	169	20	66	49	11	23
Women.....	61	*	19	26	*	*
PERSONS NOT IN LABOUR FORCE.....	5,920	650	1,761	1,957	973	579
Men.....	1,388	176	416	417	239	140
Women.....	4,532	474	1,345	1,540	734	439

\*Less than 10,000. SOURCE: Labour Force Survey, D.B.S.

**TABLE A-2—Age, Sex and Marital Status, Week Ended June 18, 1966**

		14-19 years all persons	20-64 years				65 years and over all persons
	Total		Men		Women		
			Married	Other	Married	Other	
(estimates in thousands)							
POPULATION 14 YEARS OF AGE AND OVER*.....	13,453	2,220	3,808	1,054	3,905	1,024	1,442
LABOUR FORCE.....	7,533	817	3,689	944	1,116	734	233
Employed.....	7,303	729	3,631	896	1,100	719	228
Unemployed.....	230	88	58	48	16	15	††
NOT IN LABOUR FORCE.....	5,920	1,403	119	110	2,789	290	1,209
PARTICIPATION RATE†							
1966, June 18.....	56.0	36.8	96.9	89.6	28.6	71.7	16.2
May 21.....	55.0	33.0	96.6	86.5	28.3	72.4	16.2
UNEMPLOYMENT RATE‡							
1966, June 18.....	3.1	10.8	1.6	5.1	1.4	2.0	††
May 21.....	3.3	7.5	2.5	6.3	1.5	2.5	††

\*Excludes inmates of institutions, members of the armed forces, Indians living on reserves and residents of the Yukon and Northwest Territories

†The labour force as a percentage of the population 14 years of age and over. ‡The unemployed as a percentage of the labour force. ††Less than 10,000 unemployed.

SOURCE: Labour Force Survey, D.B.S.

**TABLE A-3—Unemployed, Week Ended June 18, 1966**

	June 1966	May 1966	June 1965
(estimates in thousands)			
TOTAL UNEMPLOYED.....	230	247	257
On temporary layoff up to 30 days.....	10	12	16
Without work and seeking work.....	220	235	241
Seeking full-time work.....	201	221	222
Seeking part-time work.....	19	14	19
Seeking under 1 month.....	99	79	111
Seeking 1—3 months.....	68	77	64
Seeking 4—6 months.....	28	47	30
Seeking more than 6 months.....	25	32	36

SOURCE: Labour Force Survey, D.B.S.

## Recent Regulations

*Continued from page 528*

tions having a maximum input of 400,000 btu. per hour and multiple unit installations in single family dwellings with a combined input of 500,000 btu. an hour).

A person with a limited contractor's licence may install propane fired domestic ranges, hot plates and vented water heaters and may stock, distribute and install cylinders of propane.

### Employers' Licences

An employer's licence covers only gas installations and equipment on his own premises.

To obtain such a licence, the employer must satisfy the Chief Inspector that he employs one or more licensed fitters to make such installations and to service them.

### Supply Houses Licences

A supply-house licence entitles the holder to distribute approved gas appliances and equipment.

### Unlicensed Persons

A contractor or employer may not permit an unlicensed person to work, except as an assistant to, or under the direct supervision of a licensed fitter.

The regulations again limit the number of apprentices and other unlicensed

employees that may be employed by a general or domestic contractor. A general contractor, as before, may employ only two unlicensed persons for each general fitter employed, and one for each domestic fitter. A domestic contractor is now allowed only one unlicensed employee for each domestic fitter employed by him.

### Bonding

General and domestic contractors are again obliged to post a guarantee bond of \$2,000, but applicants for an employer's licence or a supply house licence are no longer required to do so.



## B—Labour Income

**TABLE B-1—Estimates of Labour Income, by Industry**

Year and Month	Monthly Totals									Totals ‡
	Mining	Manu- facturing	Trans- portation, Storage and Communi- cation†	Forestry	Con- struction	Public Utilities	Trade	Finance Services (including Govern- ment)	Supple- mentary Labour Income	
(\$ Millions)										
1961—Total.....	542	5,306	1,862	283	1,252	357	2,740	5,616	820	18,996
1962—Total.....	559	5,699	1,909	300	1,357	378	2,881	6,080	843	20,233
1963—Total.....	572	6,045	2,008	308	1,419	397	3,089	6,601	873	21,547
1964—Total.....	600	6,582	2,129	343	1,582	421	3,358	7,248	926	23,433
1965—Total.....	678	7,262	2,316	378	1,962	455	3,714	8,044	975	26,036
1965—March.....	54.2	583.2	178.7	25.2	128.2	35.8	292.3	644.8	79.0	2,035.7
April.....	53.1	587.3	185.1	21.4	136.3	36.4	299.2	656.1	79.6	2,071.3
May.....	55.9	600.0	191.7	27.5	156.6	37.5	305.5	669.4	80.7	2,146.6
June.....	58.0	614.2	192.1	34.4	169.1	38.8	312.0	686.2	81.6	2,212.5
July.....	58.3	601.2	199.8	37.6	185.2	39.4	310.3	655.4	81.5	2,199.7
August.....	58.3	614.2	199.0	36.3	193.3	40.0	312.2	666.7	82.1	2,235.3
September.....	57.4	626.4	208.9	38.0	196.7	39.1	317.4	711.4	83.3	2,306.3
October.....	58.9	636.3	202.1	37.8	201.1	39.2	322.9	697.8	83.5	2,301.5
November.....	59.5	639.0	201.9	37.6	187.9	38.7	330.1	696.7	83.5	2,292.3
December.....	59.0	630.0	195.0	29.4	161.5	38.5	335.4	697.1	83.1	2,245.0
1966—January.....	60.2	632.8	201.1	27.8	158.5	38.2	322.2	708.1	97.3	2,259.2
February**.....	60.6	644.7	193.8	30.5	164.0	38.3	323.7	713.4	97.6	2,279.6
March*.....	60.7	651.0	190.7	26.6	169.0	37.2	328.1	723.0	98.0	2,299.0
Seasonally Adjusted										
1961—Total.....	542	5,306	1,862	283	1,252	357	2,740	5,616	820	18,996
1962—Total.....	559	5,699	1,909	300	1,357	378	2,881	6,080	843	20,233
1963—Total.....	572	6,045	2,008	308	1,419	397	3,089	6,601	873	21,547
1964—Total.....	600	6,582	2,129	343	1,582	421	3,358	7,248	926	23,433
1965—Total.....	678	7,262	2,316	378	1,962	455	3,714	8,044	975	26,036
1965—March.....	55.0	591.0	187.8	33.1	157.9	37.0	299.3	648.1	80.1	2,110.4
April.....	55.1	592.1	189.5	33.1	155.0	37.3	304.2	654.7	80.3	2,122.1
May.....	56.5	593.4	191.5	32.6	153.0	37.5	306.9	657.9	80.6	2,130.7
June.....	56.7	600.7	188.0	31.7	156.9	37.4	308.1	666.4	80.9	2,147.6
July.....	56.0	605.0	193.7	33.1	160.8	38.2	309.4	671.5	81.4	2,169.8
August.....	57.6	611.3	190.5	32.1	164.6	38.9	313.5	681.2	81.6	2,192.3
September.....	57.3	611.5	203.5	31.1	163.6	38.4	316.7	698.4	82.2	2,223.5
October.....	58.4	627.8	198.2	30.5	173.4	38.8	319.7	690.8	82.5	2,240.8
November.....	59.3	634.8	200.0	31.2	180.7	38.7	322.0	696.4	82.7	2,267.1
December.....	59.6	642.0	200.4	31.0	189.8	38.9	323.2	700.5	83.3	2,290.7
1966—January.....	60.8	644.5	204.5	32.2	186.5	39.2	328.9	718.5	98.6	2,335.0
February**.....	60.9	659.6	200.7	34.3	199.1	39.4	333.0	721.1	99.0	2,368.2
March*.....	60.8	658.1	200.1	33.8	202.3	38.5	336.0	726.5	99.2	2,377.0

\* Preliminary.    \*\*Revised.

‡Includes post office wages and salaries.    †Figures in this column are for total labour income, Canada, but are not totals of the figures in the remaining columns of this table, as figures for labour income in Agriculture, Fishing and Trapping are not shown.

NOTE: Monthly figures may not add to annual totals because of rounding.    SOURCE: *Estimates of Labour Income*, Dominion Bureau of Statistics.

## C—Employment, Hours and Earnings

**TABLES C-1 TO C-6 (with the exception of C-2a)**

These were unavailable at press time. The Employment Section of the Dominion Bureau of Statistics is engaged in a program of revision that will result in all indexes being placed on a 1961=100 time base, and all industry-classified

employment and payroll data being compiled on the 1960 Standard Industrial Classification. The current statistics are compiled on a 1949=100 time base and the 1948 Standard Industrial Classification.

**TABLE C-2a—Estimates of Employees by Industry, Provinces and Canada**

	Forestry	Mines, quarries and oil wells	Manufacturing			Construc- tion	Transporta- tion, commu- nication and other utilities	Trade	Finance, insurance and real estate	Service (commer- cial sector)†	Total specified industries
			Total	Non- durables	Durables						
(in thousands)											
Canada											
Feb. 1966*	60.5	114.6	1,562.0	792.8	769.2	310.9	597.2	870.9	239.0	501.5	4,256.6
Jan. 1966†	64.1	114.9	1,552.3	788.9	763.5	309.8	599.4	874.8	239.1	496.4	4,250.6
Feb. 1965	62.8	108.1	1,464.9	759.6	705.3	274.7	585.2	823.0	230.4	447.7	3,997.6
Newfoundland											
Feb. 1966*	3.8	6.0	10.4	8.6	1.8	8.0	13.6	14.8	1.5	5.2	63.3
Jan. 1966†	3.1	6.0	10.5	8.4	2.2	7.8	13.6	14.9	1.5	5.2	62.7
Feb. 1965	3.4	5.3	9.7	8.2	1.5	4.6	12.2	13.7	1.4	4.5	54.7
Prince Edward Island											
Feb. 1966*	—	—	1.9	1.4	0.4	1.2	2.5	3.3	0.6	1.4	11.0
Jan. 1966†	—	—	1.8	1.4	0.4	1.2	2.3	3.4	0.6	1.4	10.7
Feb. 1965	0.1	—	1.4	1.1	0.3	0.8	2.5	3.5	0.6	1.4	10.2
Nova Scotia											
Feb. 1966*	1.9	7.5	30.4	15.3	15.1	9.3	22.7	26.2	5.6	10.6	114.1
Jan. 1966†	1.9	7.6	30.5	15.4	15.1	9.6	24.1	26.4	5.7	10.6	116.3
Feb. 1965	1.9	7.6	28.9	14.7	14.2	7.7	23.2	25.1	5.4	10.3	110.2
New Brunswick											
Feb. 1966*	3.9	2.2	22.5	13.8	8.7	9.4	24.1	21.3	4.0	8.4	95.8
Jan. 1966†	5.6	2.3	22.4	14.0	8.5	9.7	23.7	21.8	4.1	8.2	97.8
Feb. 1965	4.4	2.1	21.6	13.5	8.1	6.9	23.8	20.3	4.0	6.9	90.0
Quebec											
Feb. 1966*	15.5	25.1	488.3	304.6	183.7	91.9	154.5	224.1	68.7	136.1	1,204.0
Jan. 1966†	18.7	24.9	485.3	302.3	183.0	90.9	154.2	223.8	68.5	134.9	1,201.2
Feb. 1965	17.0	24.3	464.9	294.3	170.6	84.7	147.0	213.9	66.1	122.0	1,140.3
Ontario											
Feb. 1966*	12.5	33.1	783.0	344.0	439.1	109.5	195.0	342.7	103.1	199.4	1,778.3
Jan. 1966†	12.9	33.4	778.5	342.8	435.6	112.8	195.0	344.5	103.5	197.8	1,778.5
Feb. 1965	13.9	31.5	726.6	325.5	401.1	100.3	197.3	325.0	100.2	179.9	1,675.1
Manitoba											
Feb. 1966*	1.3	5.3	44.6	26.7	17.9	10.8	44.0	47.5	11.6	25.5	190.4
Jan. 1966†	1.3	5.4	44.4	26.8	17.7	10.5	44.3	48.0	11.6	25.2	190.7
Feb. 1965	1.4	5.0	44.0	27.3	16.7	10.5	43.5	43.8	11.8	22.7	182.7
Saskatchewan											
Feb. 1966*	0.3	5.2	14.3	9.3	5.0	10.7	24.3	34.7	7.3	15.4	112.3
Jan. 1966†	0.4	5.2	14.1	9.1	4.9	10.6	24.9	34.9	7.3	15.3	112.6
Feb. 1965	0.3	4.0	13.6	9.0	4.6	9.0	23.9	32.6	7.0	13.2	103.6
Alberta											
Feb. 1966*	2.0	19.7	47.1	25.0	22.1	28.1	45.8	69.0	13.9	39.3	264.9
Jan. 1966†	2.0	19.7	47.5	25.1	22.4	25.9	46.2	68.9	13.8	38.6	262.6
Feb. 1965	2.6	18.7	43.0	23.8	19.1	24.2	46.1	63.6	13.1	36.1	247.4
British Columbia											
Feb. 1966*	19.4	8.8	119.6	44.2	75.4	31.9	69.8	87.0	22.7	59.3	418.4
Jan. 1966†	18.2	8.6	117.3	43.6	73.7	30.5	69.9	88.0	22.5	58.3	413.3
Feb. 1965	17.7	7.7	111.1	42.2	68.9	25.7	64.9	81.3	20.9	50.6	379.9

\*Preliminary. †Revised. ‡Estimates may not add to totals due to rounding.

Basis: 1960 Standard Industrial Classification. SOURCE: *Estimates of Employees by Province and Industry*, Dominion Bureau of Statistics.



## D—National Employment Service Statistics

Statistics presented in the following tables relate to registrations for employment and vacancies notified by employers at NES offices. These data are derived from reports prepared

in National Employment Service offices and processed in the Unemployment Insurance Section, DBS. See also Technical Note, page 491, August issue.

**TABLE D-1—Unfilled Vacancies and Registrations on Hand**

Period	Unfilled Vacancies†			Registrations on Hand		
	Male	Female	Total	Male	Female	Total
End of:						
July 1961.....	15,880	14,732	30,612	246,016	117,993	364,009
July 1962.....	22,872	17,895	40,767	224,452	113,407	337,859
July 1963.....	22,720	19,096	41,816	241,035	122,350	363,385
July 1964.....	29,445	19,458	48,903	233,564	128,799	362,363
July 1965.....	36,995	23,608	60,603	207,721	132,254	339,975
August 1965.....	40,318	30,236	70,554	173,158	111,601	284,759
September 1965.....	43,058	28,809	71,867	144,812	100,407	245,219
October 1965.....	38,929	23,901	62,830	155,644	104,993	260,637
November 1965.....	48,183	27,246	75,429	218,819	118,073	336,892
December 1965.....	30,037	20,866	50,903	316,440	125,750	442,190
January 1966.....	26,286	17,524	43,810	404,298	147,105	551,403
February 1966.....	26,192	18,699	44,891	414,592	149,214	563,806
March 1966.....	31,242	22,574	53,816	404,530	144,067	548,597
April 1966.....	39,156	26,386	65,542	356,280	138,646	494,926
May 1966.....	41,745	27,907	69,652	261,325	126,589	387,914
June 1966*.....	40,805	26,173	66,978	233,965	146,798	380,763
July 1966*.....	42,520	24,175	66,695	221,599	140,563	362,162

\* Latest figures subject to revision.

† Current Vacancies only. Deferred Vacancies are excluded.

SOURCE: National Employment Service.

**TABLE D-2—Registrations Received, Vacancies Notified and Placements Effected by year, 1962 to 1965 and by month, June 1965 to June 1966**

Year and month	Registrations received		Vacancies notified		Placements effected	
	Male	Female	Male	Female	Male	Female
1962—Year.....	3,177,423	1,171,111	1,010,365	544,795	897,285	438,471
1963—Year.....	2,912,511	1,130,539	938,052	507,910	790,381	387,728
1964—Year.....	2,894,099	1,170,889	1,030,199	530,575	845,696	395,380
1965—Year.....	2,741,172	1,165,713	1,088,752	545,951	865,445	392,277
1965—June.....	227,386	112,387	96,397	48,555	79,344	34,544
1965—July.....	213,029	105,862	91,126	48,495	73,347	38,034
August.....	203,613	98,611	102,786	60,863	78,643	42,910
September.....	204,572	102,142	116,261	55,870	90,690	41,419
October.....	192,182	92,918	92,067	39,869	73,120	29,113
November.....	276,347	113,148	116,125	47,977	84,320	31,113
December.....	303,524	102,536	72,004	45,614	70,786	42,187
1966—January.....	287,740	98,603	72,912	34,959	60,237	26,037
February.....	202,400	80,555	63,000	33,825	47,675	22,350
March.....	217,568	86,042	82,965	43,859	61,401	28,059
April.....	188,255	80,682	84,319	39,441	62,133	24,787
May.....	199,618†	93,554	97,520	46,202	75,891	31,330
June*.....	222,665	116,136	95,402	50,498	74,320	37,072

\*Preliminary.

†Revised.

SOURCE: National Employment Service.

**TABLE D-3—Placements Effected, by Industry and by Sex, in June 1966 (Preliminary)**

<i>Industry group</i>	<i>Male</i>	<i>Female</i>	<i>Total</i>	<i>Change from June 1965</i>
AGRICULTURE, FISHING, TRAPPING.....	9,740	6,623	16,363	+ 3,732
FORESTRY.....	2,338	49	2,387	- 1,435
MINING, QUARRYING AND OIL WELLS.....	1,259	79	1,338	- 121
Metal mining.....	659	13	672	- 31
Fuels.....	287	46	333	+ 111
Non-metal mining.....	95	3	98	- 114
Quarrying, clay and sand pits.....	93	1	94	- 89
Prospecting.....	125	16	141	+ 2
MANUFACTURING.....	17,479	8,403	25,882	- 957
Foods and beverages.....	2,210	2,057	4,267	+ 261
Tobacco and tobacco products.....	4	29	33	- 10
Rubber products.....	167	127	294	+ 31
Leather products.....	326	252	578	+ 16
Textile products (except clothing).....	721	420	1,141	- 7
Clothing (textile and fur).....	438	1,666	2,104	+ 29
Wood products.....	2,596	262	2,858	- 217
Paper products.....	958	317	1,275	- 521
Printing, publishing and allied industries.....	645	606	1,251	- 150
Iron and steel products.....	3,876	461	4,337	+ 114
Transportation equipment.....	1,978	361	2,339	- 247
Non-ferrous metal products.....	558	188	746	- 115
Electrical apparatus and supplies.....	832	781	1,613	+ 215
Non-metallic mineral products.....	774	95	869	- 109
Products of petroleum and coal.....	90	25	115	+ 25
Chemical products.....	700	277	977	- 209
Miscellaneous manufacturing industries.....	606	479	1,085	- 63
CONSTRUCTION.....	12,840	211	13,051	- 1,673
General contractors.....	8,456	125	8,581	- 1,323
Special trade contractors.....	4,384	86	4,470	- 350
TRANSPORTATION, STORAGE AND COMMUNICATION.....	5,128	443	5,571	- 1,495
Transportation.....	4,508	267	4,775	- 1,291
Storage.....	471	34	505	- 137
Communication.....	149	142	291	- 67
PUBLIC UTILITY OPERATION.....	368	59	427	- 184
TRADE.....	10,124	4,697	14,821	- 72
Wholesale.....	4,444	1,167	5,611	- 308
Retail.....	5,680	3,530	9,210	+ 236
FINANCE, INSURANCE AND REAL ESTATE.....	690	1,352	2,042	- 223
SERVICE.....	14,354	15,156	29,510	- 68
Community or public service.....	1,291	1,889	3,180	+ 404
Government service.....	4,887	1,624	6,511	+ 293
Recreation service.....	1,116	189	1,305	+ 72
Business service.....	1,709	750	2,459	- 166
Personal service.....	5,351	10,704	16,055	- 671
GRAND TOTAL.....	74,320	37,072	111,392	- 2,496

SOURCE: National Employment Service.



**TABLE D-4—Registrations on Hand, by Occupation and by Sex, at June 30, 1966 (Preliminary)**

Occupational group	Registrations on hand		
	Male	Female	Total
Professional and managerial workers.....	9,628	3,239	12,867
Clerical workers.....	20,980	54,477	75,457
Sales workers.....	7,101	19,092	26,193
Personal and domestic service workers.....	28,127	26,119	54,246
Seamen.....	757	21	778
Agriculture, fishing, forestry (ex. log.).....	6,553	1,095	7,648
Skilled and semi-skilled workers.....	69,230	14,388	83,618
Food and kindred products (incl. tobacco).....	652	397	1,049
Textiles, clothing, etc.....	1,467	8,910	10,377
Lumber and lumber products.....	5,363	117	5,480
Pulp, paper (incl. printing).....	709	312	1,021
Leather and leather products.....	475	569	1,044
Stone, clay and glass products.....	170	32	202
Metalworking.....	6,751	814	7,565
Electrical.....	1,176	837	2,013
Transportation equipment.....	465	107	572
Mining.....	647	—	647
Construction.....	15,564	7	15,571
Transportation (except seamen).....	12,295	111	12,406
Communications and public utility.....	432	1	433
Trade and service.....	3,613	1,234	4,847
Other skilled and semi-skilled.....	11,941	685	12,626
Foremen.....	1,467	236	1,703
Apprentices.....	6,043	19	6,062
Unskilled workers.....	91,589	28,367	119,956
Food and tobacco.....	3,540	5,606	9,146
Lumber and lumber products.....	5,649	420	6,069
Metalworking.....	3,404	642	4,046
Construction.....	38,025	2	38,027
Other unskilled workers.....	40,971	21,697	62,668
<b>GRAND TOTAL.....</b>	<b>233,965</b>	<b>146,798</b>	<b>380,763</b>

SOURCE: National Employment Service.

**TABLE D-5—Registrations on Hand, by Local Office Areas, at June 30, 1966**

Registrations on Hand			Registrations on Hand			Registrations on Hand		
Office	Previous Year		Office	Previous Year		Office	Previous Year	
	* June 30, 1966	June 30, 1965		* June 30, 1966	June 30, 1965		* June 30, 1966	June 30, 1965
NEWFOUNDLAND.....	9,068	8,451	Liverpool.....	358	356	Saint John.....	2,832	2,827
Corner Brook.....	2,332	2,031	New Glasgow.....	1,362	1,717	St. Stephen.....	437	601
Grand Falls.....	990	877	Springhill.....	394	328	Sussex.....	215	244
St. John's.....	5,746	5,543	Sydney.....	2,441	2,885	Woodstock.....	329	353
PRINCE EDWARD ISLAND.....	1,706	1,507	Sydney Mines.....	459	569	QUEBEC.....	120,520	123,190
Charlottetown.....	969	811	Truro.....	921	815	Alma.....	1,456	1,469
Summerside.....	737	696	Yarmouth.....	694	669	Asbestos.....	448	305
NOVA SCOTIA.....	13,882	14,204	NEW BRUNSWICK.....	12,598	12,078	Baie Comeau.....	715	783
Amherst.....	560	677	Bathurst.....	1,349	1,204	Beauharnois.....	1,290	1,380
Bridgewater.....	632	569	Campbellton.....	841	1,120	Buckingham.....	384	453
Halifax.....	4,862	4,499	Edmundston.....	945	862	Causapsal.....	988	943
Inverness.....	140	178	Fredericton.....	1,586	1,179	Chandler.....	1,114	1,049
Kentville.....	1,059	942	Minto.....	178	186	Chicoutimi.....	1,771	1,806
			Moncton*.....	2,871	2,380	Cowansville.....	375	321
			Newcastle.....	1,015	1,122	Dolbeau.....	959	983

**TABLE D-5—Registrations on Hand, by Local Office Areas, at June 30, 1966 (Concluded)**

Registrations on Hand			Registrations on Hand			Registrations on Hand		
Office	Previous Year		Office	Previous Year		Office	Previous Year	
	* June 30, 1966	June 30, 1965		* June 30, 1966	June 30, 1965		* June 30, 1966	June 30, 1965
Drummondville.....	2,402	1,854	Fort Frances.....	285	331	MANITOBA.....	15,995	14,928
Farnham.....	494	341	Fort William.....	1,171	1,059	Brandon.....	1,364	1,096
Forestville.....	388	404	Galt.....	702	745	Dauphin.....	571	541
Gaspé.....	724	686	Gananoque.....	232	214	Flin Flon.....	209	206
Granby.....	1,389	1,254	Goderich.....	257	274	Portage la Prairie.....	668	703
Hull.....	2,806	2,365	Guelph.....	1,208	1,085	The Pas.....	252	204
Joliette.....	3,407	3,330	Hamilton.....	12,051	8,636	Winnipeg.....	12,931	12,178
Jonquière.....	2,291	2,456	Hawkesbury.....	299	309	SASKATCHEWAN.....	9,550	9,998
Lachute.....	328	393	Kapuskasing.....	554	662	Estevan.....	156	144
Lac-Mégantic.....	704	531	Kenora.....	500	525	Lloydminster.....	170	105
La Malbaie.....	882	1,047	Kingston.....	1,884	1,847	Moose Jaw.....	738	842
La Tuque.....	527	709	Kirkland Lake.....	477	764	North Battleford.....	637	568
Lévis.....	2,349	2,308	Kitchener.....	2,365	1,528	Prince Albert.....	1,114	1,103
Louiseville.....	864	518	Leamington.....	608	567	Regina.....	2,298	2,486
Magog.....	460	517	Lindsay.....	454	464	Saskatoon.....	2,918	3,057
Maniwaki.....	360	484	Listowel.....	116	107	Swift Current.....	390	473
Matane.....	1,052	1,158	London.....	3,215	2,965	Weyburn.....	186	254
Mont-Laurier.....	379	441	Long Branch.....	3,262	3,337	Yorkton.....	943	966
Montmagny.....	836	736	Midland.....	370	294	ALBERTA.....	18,221	19,486
Montréal.....	42,110	45,904	Napanee.....	319	346	Blairmore.....	317	320
New Richmond.....	870	772	New Liskeard.....	334	465	Calgary.....	6,847	6,884
Port Alfred.....	612	646	Newmarket.....	764	843	Drumheller.....	213	177
Québec.....	12,270	11,358	Niagara Falls.....	2,101	1,954	Edmonton.....	6,561	7,822
Rimouski.....	1,686	1,564	North Bay.....	1,350	1,323	Edson.....	164	199
Rivière-du-Loup.....	1,798	1,616	Oakville.....	900	1,077	Grande Prairie.....	706	814
Roberval.....	1,317	1,214	Orillia.....	529	571	Lethbridge.....	1,405	1,464
Rouyn.....	1,902	2,187	Oshawa.....	5,702	4,118	Medicine Hat.....	1,095	796
Ste. Agathe des Monts..	357	333	Ottawa.....	5,939	7,160	Red Deer.....	913	1,010
Ste. Anne de Bellevue..	705	773	Owen Sound.....	1,157	1,079	BRITISH COLUMBIA..	46,605	45,486
Ste. Thérèse.....	1,393	1,763	Parry Sound.....	201	99	Abbotsford.....	659	779
St. Hyacinthe.....	1,021	1,215	Pembroke.....	1,040	1,134	Chilliwack.....	1,184	1,447
St. Jean.....	2,045	2,129	Perth.....	264	293	Courtenay.....	559	486
St. Jérôme.....	1,699	1,326	Peterborough.....	2,037	2,428	Cranbrook.....	804	569
Sept-Îles.....	1,289	1,107	Pictou.....	162	207	Dawson Creek.....	840	841
Shawinigan.....	2,780	2,599	Port Arthur.....	1,919	2,191	Duncan.....	508	547
Sherbrooke.....	4,047	3,658	Port Colborne.....	661	536	Kamloops.....	1,629	1,646
Sorel.....	1,122	1,317	Prescott.....	269	517	Kelowna.....	940	1,410
Thetford Mines.....	1,642	1,585	Renfrew.....	322	435	Nanaimo.....	814	611
Trois-Rivières.....	2,200	2,859	St. Catharines.....	3,964	2,858	Nelson.....	621	687
Val d'Or.....	1,179	1,249	St. Thomas.....	719	742	New Westminster.....	7,117	6,072
Valleyfield.....	1,548	1,682	Sarnia.....	2,469	1,963	Penticton.....	1,228	1,391
Victoriaville.....	1,441	1,360	Sault Ste. Marie.....	1,738	3,107	Port Alberni.....	483	600
Ville St. Georges.....	1,345	1,950	Simcoe.....	600	671	Prince George.....	1,532	1,607
ONTARIO.....	132,618	134,002	Smiths Falls.....	269	409	Prince Rupert.....	916	1,086
Arnprior.....	267	282	Stratford.....	565	365	Quesnel.....	455	488
Barrie.....	1,688	842	Sturgeon Falls.....	373	358	Trail.....	607	735
Belleville.....	1,174	1,807	Sudbury.....	2,141	2,928	Vancouver.....	21,258	19,792
Bracebridge.....	435	488	Tillsonburg.....	221	330	Vernon.....	1,279	1,360
Brampton.....	1,523	1,469	Timmins.....	1,587	1,431	Victoria.....	3,047	2,993
Brantford.....	2,233	2,330	Toronto.....	33,537	39,172	Whitehorse.....	125	339
Brockville.....	322	371	Trenton.....	850	1,230	CANADA.....	380,763	383,330
Carleton Place.....	388	327	Walkerton.....	357	332	Males.....	233,965	238,646
Chatham.....	2,118	1,440	Wallaceburg.....	376	348	Females.....	146,798	144,684
Cobourg.....	795	966	Welland.....	1,537	1,905			
Collingwood.....	616	621	Weston.....	3,395	2,750			
Cornwall.....	1,822	2,267	Windsor.....	7,308	6,064			
Elliot Lake.....	243	277	Woodstock.....	607	657			
Fort Erie.....	401	406						

\* Preliminary. † Includes registrations reported by the Îles-de-la-Madeleine, Que. local office.

SOURCE: National Employment Service.



## E—Unemployment Insurance

Unemployment insurance statistics are concerned with numbers of persons covered by insurance and claimants for benefit at Unemployment Insurance Commission local offices. The data are compiled in the Unemployment Insurance Section, DBS, from information supplied by the UIC. The

source for Tables E-1 to E-4 is *The Statistical Report on the Operation of the Unemployment Insurance Act*, published by the Dominion Bureau of Statistics. For further information regarding the nature of the data see Technical Note, page 323, June issue.

**TABLE E-1**—Estimates of the Insured Population under the Unemployment Insurance Act

<i>End of</i>	<i>Total</i>	<i>Employed</i>	<i>Claimants</i>
1966—April.....	4,893,000	4,479,100	413,900
March.....	4,912,000	4,414,000	498,000
February.....	4,911,000	4,380,500	530,500
January.....	4,889,000	4,377,200	511,800
1965—December.....	4,821,000	4,403,000	418,000
November.....	4,754,000	4,509,400	244,600
October.....	4,680,000	4,509,600	170,400
September.....	4,678,000	4,520,700	157,300
August.....	4,696,000	4,523,500	172,500
July.....	4,650,000	4,465,600	184,400
June.....	4,601,000	4,420,300	180,700
May.....	4,514,000	4,284,500	229,500
April.....	4,594,000	4,131,100	462,900

**TABLE E-4**—Benefit Payments, by Province, May 1966

<i>Province</i>	<i>Weeks Paid*</i>	<i>Amount of Benefit Paid</i>
Newfoundland.....	75,001	\$ 1,815,189
Prince Edward Island.....	10,003	224,781
Nova Scotia.....	70,780	1,608,373
New Brunswick.....	72,837	1,736,305
Quebec.....	429,561	10,561,610
Ontario.....	331,888	7,904,969
Manitoba.....	55,118	1,233,039
Saskatchewan.....	33,204	743,439
Alberta.....	53,363	1,240,005
British Columbia (including Yukon Territory).....	120,256	2,890,896
Total, Canada, May 1966.....	1,252,011	29,958,606
Total, Canada, April 1966.....	1,513,267	37,467,263
Total, Canada, May 1965.....	1,297,398	31,660,269

\*Weeks paid represents the total of complete and partial weeks of benefit paid during the month.

**TABLE E-3**—Initial and Renewal Claims for Benefit, by Province, May 1966

<i>Province</i>	<i>Claims filed at Local Offices</i>			<i>Disposal of Claims and Claims Pending at End of Month</i>			
	<i>Total*</i>	<i>Initial</i>	<i>Renewal</i>	<i>Total Disposed of†</i>	<i>Entitled to Benefit</i>	<i>Not Entitled to Benefit</i>	<i>Pending</i>
Newfoundland.....	2,948	2,551	397	3,472	2,685	787	867
Prince Edward Island.....	377	294	83	530	421	109	78
Nova Scotia.....	3,778	2,881	897	3,957	3,047	910	1,000
New Brunswick.....	4,040	3,243	797	4,596	3,683	913	932
Quebec.....	33,447	23,854	9,593	36,018	27,766	8,252	11,458
Ontario.....	26,125	19,704	6,421	27,066	19,106	7,960	9,030
Manitoba.....	3,208	2,510	698	3,652	2,812	840	813
Saskatchewan.....	1,673	1,412	261	2,161	1,589	572	372
Alberta.....	3,764	2,970	794	5,253	3,797	1,456	902
British Columbia (incl. Yukon Territory).....	11,661	8,122	3,539	11,989	8,417	3,572	3,779
Total, Canada, May 1966.....	91,021	67,541	23,480	98,694	73,323	25,371	29,231
Total, Canada, April 1966.....	119,932	90,634	29,298	131,331	104,603	26,728	36,904
Total, Canada, May 1965.....	93,342	67,760	25,582	110,312	82,175	28,137	30,169

\*In addition, revised claims received numbered 35,399. †In addition, 35,710 revised claims were disposed of. Of these, 2,791 were special requests not granted and 1,516 appeals by claimants. There were 8,749 revised claims pending at the end of the month.

\*Weeks paid represents the total of complete and partial weeks of benefit paid during the month.

**TABLE E-2—Claimants Currently Reporting to Local Offices by Number of Weeks Claim, Province and Sex, at May 31, 1966**

Province and sex	Total claimants	Number of weeks on claim (based on 20 per cent sample)				Total Claimants	
		1-4	5-13	14-26	27 or more*	Apr. 29 1966	May 31 1965
CANADA.....	217,610	74,894	62,191	58,029	22,496	413,901	229,467
Male.....	140,888	49,866	42,908	36,725	11,389	302,003	151,162
Female.....	76,722	25,028	19,283	21,304	11,107	111,898	78,305
Newfoundland.....	7,843	1,827	2,652	2,849	515	24,084	9,140
Male.....	6,632	1,522	2,342	2,467	301	22,212	7,953
Female.....	1,211	305	310	382	214	1,872	1,187
Prince Edward Island.....	872	261	262	294	55	4,088	1,206
Male.....	532	156	203	150	23	3,217	862
Female.....	340	105	59	144	32	871	344
Nova Scotia.....	11,032	2,897	3,163	3,505	1,467	25,310	11,598
Male.....	8,070	2,198	2,357	2,537	978	20,501	8,750
Female.....	2,962	699	806	968	489	4,809	2,848
New Brunswick.....	10,342	2,370	3,124	3,341	1,507	26,788	11,541
Male.....	7,716	1,903	2,623	2,584	606	21,805	8,715
Female.....	2,626	467	501	757	901	4,983	2,826
Quebec.....	76,628	28,770	22,950	18,921	5,987	141,664	79,378
Male.....	54,660	20,234	17,487	13,858	3,081	111,013	58,118
Female.....	21,968	8,536	5,463	5,063	2,906	30,651	21,260
Ontario.....	62,871	22,154	16,713	15,691	8,313	107,227	62,432
Male.....	33,545	12,262	9,284	7,815	4,184	64,861	32,960
Female.....	29,326	9,892	7,429	7,876	4,129	42,366	29,472
Manitoba.....	8,594	2,230	2,470	3,003	891	15,692	10,068
Male.....	5,261	1,400	1,562	1,841	458	10,984	6,140
Female.....	3,333	830	908	1,162	433	4,708	3,928
Saskatchewan.....	4,780	1,253	1,175	1,777	575	11,552	5,619
Male.....	2,512	619	645	1,023	225	8,188	3,389
Female.....	2,268	634	530	754	350	3,364	2,230
Alberta.....	9,983	3,447	3,269	2,552	715	17,685	13,386
Male.....	6,294	2,337	2,184	1,472	301	12,620	8,892
Female.....	3,689	1,110	1,085	1,080	414	5,065	4,494
British Columbia.....	24,665	9,685	6,413	6,096	2,471	39,811	25,099
Male.....	15,666	7,235	4,221	2,978	1,232	26,602	15,383
Female.....	8,999	2,450	2,192	3,118	1,239	13,209	9,716

\*The bulk of the cases in this group were on claim from 27-39 weeks.

NOTE: Values less than 50 subject to relatively large sampling variability.

## Prices

*Continued from page 517*

### British Retail, May 1966

The British index of retail prices (Jan. 16, 1962=100) rose to 116.8 at mid-May from 116.0 at mid-April. The May index one year earlier was 112.4.

The index of food prices rose by less than  $8\frac{1}{2}$  per cent to 124.6, compared with 115.1 in the previous month. The index for the food group as a whole rose by nearly  $2\frac{1}{2}$  per cent to 118.0, compared with 115.2 in April.

The index for the fuel and light group fell to 119.4, compared with 120.3 in

April. The index for the services group rose to 119.1, compared with 118.6 in April.

There was little change in the general level of prices in the remaining seven groups.

### U.S. Consumer, June 1966

The United States consumer price index (1957-59=100) rose by 0.3 per cent in June to 112.9 per cent from 112.6 in May. A year ago in June the index was 110.1.

The increase was caused mostly by higher food prices, medical care costs and mortgage interest rates. Fresh fruits

set the pace for the food price rise of 0.4 per cent. Offsetting factors included a drop of almost 10 per cent in egg prices.

The index of mortgage interest rates went up 2 per cent in June; hospital services and health insurance 0.7 per cent; and medical and dental fees 0.7 per cent.

The rise in the price index for June made the half-year's increase the highest in eight years. The six-month rise was 1.7 per cent, just as it was in 1958. The pace for June was slower than a year ago. From May to June last year, the rise was 0.5 per cent. For the full year ended in June, the index rise was 2.5 per cent.



**TABLE E-5—Unemployment Insurance Fund Statement of Revenue and Expenditures, Annual Totals 1960-1965, Monthly Totals April 1965 to March 1966**

**Revenue**

<i>Fiscal Year Ended March 31</i>	<i>Contributions (Gross Less Refunds)</i>			<i>Interest on Investments</i>	<i>Less Loss on Sale of Securities</i>	<i>Less Interest Paid on Loans</i>	<i>Total Net Revenue</i>
	<i>Employer &amp; Employee</i>	<i>Government</i>	<i>Penalties</i>				
From July 1, 1941	\$	\$	\$	\$	\$	\$	\$
TO 1960.....	2,364,363,231.33	472,874,228.05	440,341.96	289,588,079.35	L. 22,626,553.24	1,516,639.71	3,103,122,687.74
1961.....	275,272,961.38	55,054,592.27	62,793.32	9,979,811.57	L. 7,268,567.88	403,246.60	332,698,344.06
1962.....	277,788,764.47	55,557,752.89	90,050.21	6,799,614.50	L. 622,423.70	2,961,119.85	336,652,638.52
1963.....	286,430,081.73	57,286,016.34	103,483.30	2,466,366.38			346,285,947.75
1964.....	296,585,728.70	59,317,145.74	109,991.49	1,061,801.35		237,897.24	356,836,770.04
1965.....	310,751,275.90	62,150,255.18	121,103.85	1,792,496.56		163,061.65	374,652,069.84
<b>TOTAL.....</b>	<b>3,811,192,043.51</b>	<b>762,239,990.47</b>	<b>927,764.13</b>	<b>311,688,169.71</b>	<b>L. 30,517,544.82</b>	<b>5,281,965.05</b>	<b>4,850,248,457.95</b>
April.....	21,936,229.19	4,399,587.87	10,056.44	152,434.94			26,498,308.44
May.....	25,520,332.79	5,108,600.22	12,498.66	102,130.13			30,743,561.80
June.....	26,253,655.01	5,252,539.25	14,073.72	123,739.73			31,644,007.71
July.....	27,836,536.14	5,561,963.15	9,340.10	189,294.53			33,597,133.92
August.....	28,464,151.70	5,690,741.72	9,897.24	278,554.79			34,443,345.45
September.....	27,161,156.93	5,435,791.68	10,762.83	349,972.61			32,957,684.05
October.....	28,070,793.88	5,606,137.73	10,116.94	445,054.79			34,132,103.34
November.....	28,714,465.13	5,749,036.57	12,670.49	527,332.19			35,003,504.38
December.....	27,641,287.78	5,466,146.28	14,968.90	616,481.16			33,738,884.12
January.....	29,470,680.33	5,918,309.48	10,581.76	664,429.81			36,064,001.38
February.....	26,584,486.83	5,320,946.00	13,392.42	598,993.15			32,517,818.40
March.....	30,664,921.12	6,153,939.41	17,909.29	622,532.53			37,459,302.35
<b>TOTAL.....</b>	<b>4,139,510,740.34</b>	<b>827,903,729.83</b>	<b>1,074,032.92</b>	<b>316,359,120.07</b>	<b>L. 30,517,544.82</b>	<b>5,281,965.05</b>	<b>5,249,048,113.29</b>

**Expenditure**

<i>Fiscal Year Ended March 31</i>	<i>Benefit Payments</i>			<i>Balance in Fund</i>
	<i>Ordinary</i>	<i>Seasonal</i>	<i>Total</i>	
From July 1, 1941	\$	\$	\$	\$
TO 1960.....	2,349,420,740.07	387,809,714.72	2,737,230,454.79	365,892,232.95
1961.....	406,727,775.91	107,177,948.44	513,905,724.35	184,684,852.66
1962.....	352,328,227.31	102,411,212.08	454,739,439.39	66,598,051.79
1963.....	318,119,374.19	85,071,797.00	403,191,171.19	9,692,828.35
1964.....	287,512,778.43	78,141,939.85	365,654,718.28	874,880.11
1965.....	265,660,061.79	69,370,125.18	335,030,186.97	40,496,762.98
<b>TOTAL.....</b>	<b>3,979,768,957.70</b>	<b>829,982,737.27</b>	<b>4,809,751,694.97</b>	<b>40,496,762.98</b>
April.....	29,719,863.01	13,600,179.61	43,320,042.62	23,675,028.80
May.....	21,823,822.37	9,873,278.00	31,697,100.37	22,721,490.23
June.....	15,858,219.12	471,272.00	16,329,491.12	38,036,006.82
July.....	11,806,975.54	21,803.00	11,828,778.54	59,804,362.20
August.....	12,785,251.08	5,684.00	12,790,935.08	81,456,772.57
September.....	11,498,841.94	2,570.00	11,501,411.94	102,913,044.68
October.....	10,222,596.61	440.00	10,223,036.61	126,822,111.41
November.....	12,610,181.05	4,621.00	12,614,802.05	149,210,813.74
December.....	17,794,360.50	3,389,402.00	21,183,762.50	161,765,935.36
January.....	28,200,240.58	7,709,909.15	35,910,149.73	161,919,787.01
February.....	33,060,507.46	11,238,711.97	44,299,219.43	150,138,385.98
March.....	32,899,847.57	13,214,671.55	46,114,519.12	141,483,169.21
<b>TOTAL.....</b>	<b>4,218,049,664.53</b>	<b>889,515,279.55</b>	<b>5,107,564,944.08</b>	<b>141,483,169.21</b>

STAMPS: \$111,058,430.50. METERS: \$9,196,043.99. BULK: \$208,064,222.34. TOTAL: \$328,318,696.83. L. Indicates Loss.  
SOURCE: Unemployment Insurance Commission.

## F—Prices

**TABLE F-1—Total and Main Components of the Consumer Price Index**

	All Items			Food	Housing	Clothing	Trans- portation	Health and Recreation		Tobacco and Alcohol
	June 1965	May 1966	June 1966					Personal Care	and Reading	
(1949 = 100)										
St. John's, Nfld.* .....	123.2	125.6	126.3	127.1	117.1	118.8	122.7	167.8	150.9	116.1
Halifax.....	135.1	137.7	138.1	139.3	135.8	134.0	141.0	176.6	174.5	127.0
Saint John.....	137.6	139.8	140.8	142.9	135.7	133.8	149.1	197.3	159.9	126.6
Montreal.....	138.4	141.6	142.2	150.1	138.5	116.0	168.4	187.3	162.0	128.0
Ottawa.....	138.5	143.5	143.7	146.4	139.5	129.9	166.1	190.5	154.1	132.8
Toronto.....	140.8	145.9	146.3	144.1	145.5	134.2	152.0	180.8	197.1	129.9
Winnipeg.....	135.9	139.1	139.3	143.1	130.6	132.1	141.4	195.0	148.4	138.5
Saskatoon-Regina.....	132.2	135.7	135.8	141.2	129.3	138.6	137.9	158.7	154.3	125.4
Edmonton-Calgary.....	130.5	133.7	134.1	134.7	129.2	134.9	135.4	182.7	149.2	121.2
Vancouver.....	135.2	138.1	138.3	140.1	135.7	127.9	152.0	159.9	156.7	123.9

\*St. John's index on the base June 1951=100.

NOTE: Indexes above measure percentage changes in prices over time in each city and should not be used to compare actual levels of prices as between cities.

**TABLE F-2—Consumer Price Indexes for Regional Cities of Canada at the Beginning of June 1966**

	<i>Total</i>	<i>Food</i>	<i>Housing</i>	<i>Clothing</i>	<i>Trans- portation</i>	<i>Health and Personal Care</i>	<i>Recreation and Reading</i>	<i>Tobacco and Alcohol</i>
(1949=100)								
1961—Year.....	129.2	124.0	133.2	112.5	140.6	155.3	146.1	116.3
1962—Year.....	130.7	126.2	134.8	113.5	140.4	158.3	147.3	117.8
1963—Year.....	133.0	130.3	136.2	116.3	140.4	162.4	149.3	118.1
1964—Year.....	135.4	132.4	138.4	119.2	142.0	167.8	151.8	120.2
1965—Year.....	138.7	135.9	140.9	121.4	147.3	175.5	154.3	122.3
1965—July.....	139.5	139.0	141.1	121.1	147.0	175.4	154.6	122.5
August.....	139.4	137.8	141.2	120.7	147.9	175.8	154.6	122.6
September.....	139.1	136.4	141.5	121.4	148.7	176.0	154.0	122.6
October.....	139.3	135.7	141.6	123.2	148.7	177.0	154.2	122.6
November.....	140.2	138.2	142.0	123.7	148.7	177.9	155.0	122.3
December.....	140.8	139.6	142.4	123.8	148.8	177.9	155.4	122.3
1966—January.....	141.2	140.6	142.9	122.7	149.1	178.1	155.4	123.1
February.....	142.1	142.5	143.1	123.3	150.0	178.1	156.4	123.4
March.....	142.4	143.4	143.3	124.2	150.0	178.1	156.6	123.4
April.....	143.2	143.7	143.7	125.3	150.7	179.2	157.6	125.0
May.....	143.4	143.8	144.2	125.0	151.1	180.7	159.2	125.1
June.....	143.8	144.2	144.4	125.3	151.2	181.2	159.3	125.1
July.....	144.3	146.0	144.8	125.2	151.2	181.0	159.3	125.1

NOTE: 1957 weighted.

Calculated by the Prices Division, Dominion Bureau of Statistics.



## G—Strikes and Lockouts

Statistical information on work stoppages in Canada is compiled by the Economics and Research Branch of the Department of Labour on the basis of reports from the National Employment Service. The first three tables in this section cover strikes and lockouts which amount to ten or more man-days. The number of workers involved includes all

workers reported on strike or locked out, whether or not they all belonged to the union directly involved in the disputes leading to the work stoppages. Workers indirectly affected, such as those laid off as a result of a work stoppage, are not included. For further notes on the series, see page 492, Aug. issue.

**TABLE G-1—Strikes and Lockouts, 1961-1966**

Month or Year	Strikes and Lockouts Beginning During Month or Year	Strikes and Lockouts in Existence During Month or Year			
		Strikes and Lockouts	Workers Involved	Duration in Man-Days	
				Man-Days	Per Cent of Estimated Working Time
1961.....	272	287	97,959	1,335,080	0.11
1962.....	290	311	74,332	1,417,900	0.11
1963.....	318	332	83,428	917,410	0.07
1964.....	327	343	100,535	1,580,550	0.11
*1965.....	452	476	171,858	2,323,750	0.17
*1965—June.....	85	109	43,310	275,530	0.22
July.....	52	99	33,691	326,070	0.26
August.....	37	83	27,196	243,550	0.20
September.....	46	92	21,012	216,080	0.18
October.....	39	87	16,080	161,560	0.15
November.....	29	78	11,387	107,760	0.08
December.....	21	58	9,185	86,460	0.07
*1966—January.....	32	66	15,878	139,450	0.12
February.....	33	76	18,403	237,920	0.21
March.....	54	90	30,079	354,250	0.27
April.....	64	108	50,838	441,130	0.38
May.....	54	95	28,465	332,450	0.27
June.....	51	102	42,519	389,730	0.29

\*Preliminary

**TABLE G-2—Strikes and Lockouts, June 1966, by Industry (Preliminary)**

Industry	Strikes and Lockouts	Workers Involved	Man-Days
Forestry.....	1	13,390	53,560
Mines.....	3	438	3,280
Manufacturing.....	55	16,565	194,040
Construction.....	15	1,537	11,580
Transportation and utilities.....	10	5,999	51,130
Trade.....	8	420	2,500
Finance.....	1	12	20
Service.....	3	277	4,660
Public administration.....	6	3,881	68,960
ALL INDUSTRIES.....	102	42,519	389,730

**TABLE G-3—Strikes and Lockouts, June 1966, by Jurisdiction (Preliminary)**

Jurisdiction	Strikes and Lockouts	Workers Involved	Man-Days
Newfoundland.....	1	250	1,500
Prince Edward Island.....	—	—	—
Nova Scotia.....	2	463	1,120
New Brunswick.....	1	14	310
Quebec.....	29	10,334	192,440
Ontario.....	51	9,767	61,860
Manitoba.....	2	54	80
Saskatchewan.....	—	—	—
Alberta.....	—	—	—
British Columbia.....	9	15,708	88,810
Federal.....	7	5,929	43,610
ALL JURISDICTIONS.....	102	42,519	389,730

**TABLE G-4—Strikes and Lockouts Involving 100 or More Workers, June 1966 (Preliminary)**

Industry, Employer Location	Union	Workers Involved	Duration in Man-Days		Starting Date — Termination Date	Major Issues — Result
			June	Accu- mulated		
FORESTRY						
Several lumber firms, Various locations, B.C.	Woodworkers various locals (AFL-CIO/CLC)	13,390	53,560	53,560	June 15 June 27	Wages—40c an hr. increase over a 2-yr. agreement; improved travel time for loggers, parity for female workers in plywood plants, increases in shift differ- entials, other fringe benefits.
MINES						
<i>Metals</i>						
The Hilton Mines Ltd., Bristol, Que.	Steelworkers Loc. 5656 (AFL-CIO/CLC)	353	1,410	1,410	June 27 —	Wages—
MANUFACTURING						
<i>Food and Beverages</i>						
Job Brothers & Co. Ltd., St. John's, Nfld.	Unorganized	250	1,500	2,340	May 24 June 9	Grievances—Return of most workers pending conciliation board.
Hershey Chocolate of Canada Ltd., Smiths Falls, Ont.	Retail, Wholesale Employees Loc. 461 (AFL-CIO/CLC)	101	1,550	1,550	June 10 —	Wages, working conditions, union security, check-off—
40-Fathom Division, Halifax, N.S.	Seafood Workers Loc. 102 (CLC)	200	200	200	June 21 June 22	Suspension of one worker— Union persuaded men to return to work.
Ogilvie Flour Mills Ltd.,* Montreal, Que.	Commerce and Office Employees (CNTU)	353	510	510	June 29 —	Wages, pension plan—
<i>Rubber</i>						
J. H. Connor & Son Ltd., Lachine, Que.	Clothing Workers Federation (CNTU)	231	3,000	4,310	May 24 June 20	Wages, shift premium, over- time—10c an hr. increase re- troactive to May 1, 1966, 5c July 1, 1966, 6c July 1, 1967, 5c Jan. 1, 1968.
Mailman Corporation Ltd., Lachine, Que.	Rubber Workers Loc. 638 (AFL-CIO/CLC)	270	2,160	2,430	May 31 June 13	Wages in new agreement—9c an hr. increase retroactive to Jan. 1, 1966, 4c Jan. 1, 1967, 4c July 1, 1967; 2 weeks vacation after 3 years, 3 weeks after 10 years.
<i>Textiles</i>						
Dominion Textile Co. Ltd., Drummondville, Que.	Textile Federation (CNTU)	700	15,400	54,690	Mar. 11 —	Alleged slowness in production by workers—
Dominion Textile Co., Sherbrooke, Que.	Textile Federation (CNTU)	534	11,750	33,120	Apr. 1 —	Wages, working conditions, sen- iority—
Domil Ltd., Sherbrooke, Que.	Textile Federation (CNTU)	825	18,150	51,300	Apr. 1 —	Wages—
Dominion Textile Co. Ltd., Magog, Que.	Textile Federation (CNTU)	2,425	53,350	136,400	Apr. 13 —	Wages—
Dominion Textile, St-Grégoire, Cté Montmorency, Que.	Textile Federation (CNTU)	982	21,600	54,000	Apr. 13 —	Wages—



**TABLE G-4—Strikes and Lockouts Involving 100 or More Workers, June 1966 (Preliminary) (Continued)**

Industry, Employer Location	Union	Workers Involved	Duration in Man-Days		Starting Date — Termination Date	Major Issues — Result
			June	Accu- mulated		
<i>Wood</i>						
Canada Flushwood Door Mfg. Ltd., Terrebonne, Que.	Upholsterers Loc. 388 (AFL-CIO/CLC)	190	1,520	1,520	June 20 June 30	Wages, hours—7c an hr. in- crease retroactive May 1, 1966, 10c in 1967, 10c in 1968; 3 weeks vacation after 10 years, other improvements.
<i>Paper</i>						
Rolland Paper Co., St. Jérôme & Mont Rolland, Que.	Papermakers Locs. 454 & 455 (AFL-CIO/CLC)	700	6,300	6,300	June 20 —	Wages—
<i>Printing and Publishing</i>						
The Star, Telegram and Globe & Mail, Toronto, Ont.	Typographical Union Loc. 91 (AFL-CIO/CLC)	404	8,950	228,090	June 9 1964	Working conditions as affected by computers, job security, union membership of foremen—
<i>Primary Metals</i>						
Ontario Malleable Iron Co. Ltd., Oshawa, Ont.	Steelworkers Loc. 1500 (AFL-CIO/CLC)	535	540	940	May 31 June 2	Wages, welfare benefits—Re- turn of workers.
Ontario Malleable Iron Co. Ltd., Oshawa, Ont.	Steelworkers Loc. 1500 (AFL-CIO/CLC)	535	6,420	6,420	June 15 —	Wages, welfare benefits—
Canada Iron Foundries Ltd., Rexdale, Ont.	Moulders Loc. 28 (AFL-CIO/CLC)	225	610	610	June 17 June 22	Disciplinary suspension of one worker—Return of workers.
Steel Co. of Canada Ltd., Hamilton, Ont.	Steelworkers Loc. 5328 (AFL-CIO/CLC)	140	140	140	June 23 June 27	Company refusal to supply workers with refreshment—Re- turn of workers.
<i>Metal Fabricating</i>						
Galt Brass Co. Ltd., Galt, Ont.	Steelworkers Loc. 4045 (AFL-CIO/CLC)	145	440	1,740	May 19 June 6	Wages—15c–24c an hr. increase immediately; improved vacation plan, health and welfare bene- fits, an additional statutory holiday.
Pedlar People Ltd., Oshawa, Ont.	Steelworkers Loc. 2784 (AFL-CIO/CLC)	228	5,020	5,020	June 24 —	Wages—
<i>Machinery</i>						
S. F. Bowser Co. Ltd., Hamilton, Ont.	Steelworkers Loc. 2901 (AFL-CIO/CLC)	116	350	1,510	May 17 June 6	Delay in signing new agree- ment—Wage increases.
Kœhring Waterous Ltd., Brantford, Ont.	Machinists Loc. 1105 (AFL-CIO/CLC)	171	2,430	2,430	June 14 —	Wages—
Bertram Machine Tool Co., Dundas, Ont.	Machinists Loc. 1740 (AFL-CIO/CLC)	422	3,800	3,800	June 20 June 30	Wages, fringe benefits—Wage increases, other improved bene- fits.
De Laval Co. Ltd., Peterborough, Ont.	Machinists Loc. 872 (AFL-CIO/CLC)	261	260	260	June 24 June 24	Wages, retroactive pay, vaca- tion—Return of workers.
<i>Transportation Equipment</i>						
Truck Engineering Co. Ltd., Woodstock, Ont.	Auto Workers Loc. 636 (AFL-CIO/CLC)	152	3,340	6,940	Apr. 29 —	Wages, fringe benefits, wording of contract—
Société de Montage Automobile (Soma Inc.) St. Bruno, Que.	Metal Trades' Federation (CNTU)	255	510	890	May 30 June 3	Alleged sabotage on assembly line—Return of workers.

**TABLE G-4—Strikes and Lockouts Involving 100 or More Workers, June 1966 (Preliminary) (Continued)**

Industry, Employer Location	Union	Workers Involved	Duration in Man-Days		Starting Date — Termination Date	Major Issues — Result
			June	Accu- mulated		
Chrysler of Canada, Windsor, Ont.	Auto Workers Loc. 444 (AFL-CIO/CLC)	2,400	3,000	3,000	June 21 June 22	Suspension of two workers for alleged violation of safety rules —Return of workers.
McKinnon Industries Ltd., Windsor, Ont.	Auto Workers Loc. 195 (AFL-CIO/CLC)	320	960	960	June 22 June 27	Disciplinary suspension of 17 workers—Return of workers.
<i>Electrical Products</i>						
Iberville Fittings (1962) Ltd., St. Jean, Que.	Steelworkers Loc. 3953 (AFL-CIO/CLC)	177	3,980	5,680	May 18 —	Wages, hours—
Moloney Electric Co. of Canada Ltd., Toronto, Ont.	I.U.E. Loc. 536 (AFL-CIO/CLC)	117	120	350	May 30 June 2	Wages—Wage increases; one week vacation after 1 yr., 2 weeks after 2 yrs., 3 weeks after 10 yrs., 4 weeks after 20 years, half day with pay Christmas and New Years' Eve.
Kelvinator of Canada Ltd., London, Ont.	Auto Workers Loc. 27 (AFL-CIO/CLC)	570	4,180	4,560	May 31 June 10	Wages—Wage increases, settle- ment pay, shift premiums, paid vacations, 10 statutory holidays, other benefits.
Northern Electric Co. Ltd., Bramalea, Ont.	Northern Electric Employees District 14 (Ind.)	470	2,570	2,570	June 23 June 30	Wages—\$8. to \$12. per mo. increases according to classifica- tion.
<i>Chemical Products</i>						
Monsanto Canada Ltd., LaSalle, Que.	Oil Workers Loc. 9-762 (AFL-CIO/CLC)	155	1,860	1,860	June 10 —	Wages—
<i>Miscellaneous Manufacturing</i>						
Union Carbide Canada Ltd., Lindsay, Ont.	Printing Pressmen Loc. 512 (AFL-CIO/CLC)	290	680	9,430	Apr. 19 June 3	Wages—13c to 21c an hr. 1st-yr., 15c 2nd-yr.
Canadian National Institute for the Blind, Toronto, Ont.	Workers Council Committee representing Shop Workers	145	70	760	May 25 June 1	Wages—Wage increases.
<b>CONSTRUCTION</b>						
Various construction contractors, Sudbury and area, Ont.	Plumbers Loc. 800 (AFL-CIO/CLC)	104	1,350	8,950	Feb. 10 June 20	Wages—Return of some wor- kers.
Several construction contractors, Porcupine, Ont.	Plumbers Loc. 800 (AFL-CIO/CLC)	137	1,920	2,880	May 20 June 21	New agreement—\$1.25 an hr. increase over 3-yr. contract.
Brown and Root Ltd., Donkin Highway Cape Breton, N.S.	Plumbers Loc. 682 (AFL-CIO/CLC)	263	920	920	June 1 June 7	Demotion of one pipefitter fore- man—Return of some workers, others not re-hired.
The Ralph Parsons Construction Co. of Canada, Hoyle, Ont.	Plumbers Loc. 800 (AFL-CIO/CLC)	120	800	800	June 3 June 13	Alleged unjust firing of one worker—Return of workers.
Sheafer-Townsend Ltd., Hamilton and area, Ont.	Plumbers Loc. 67 (AFL-CIO/CLC)	435	4,350	4,350	June 17 —	Wages, fringe benefits, working conditions—



**TABLE G-4—Strikes and Lockouts Involving 100 or More Workers, June 1966 (Preliminary) (Concluded)**

Industry, Employer Location	Union	Workers Involved	Duration in Man Days		Starting Date — Termination Date	Major Issues — Result
			June	Accu- mulated		
Canadian Bechtel Co., Temagami, Ont.	Labourers Loc. 493 (AFL-CIO/CLC)	193	190	190	June 23 June 24	Room and board allowances— Return of workers.
<b>TRANSPORTATION AND UTILITIES</b>						
<i>Transportation</i>						
Eastern Canada Stevedoring (1963) Ltd.,* Hamilton Shipping Co. Ltd.,* Hamilton, Ont.	I.L.A. Loc. 1654 (AFL-CIO/CLC)	192	190	190	June 9 June 10	Alleged injustice to one former longshoreman — Return of workers.
Canadian National Railway and Canadian Pacific Railway,* Montreal, Que.	Railway Clerks Loc. 1657 (AFL-CIO/CLC)	600	3,000	3,000	June 20 June 29	Overtime rates — Return of workers.
Toronto Harbor Commission,* Toronto, Ont.	I.L.A. Loc. 1869 (AFL-CIO/CLC)	587	1,260	1,260	June 24 June 29	Suspension of two workers— Return of workers.
<i>Storage</i>						
Shipping Federation of Canada,* Various St. Lawrence River ports.	I.L.A. various locals, (AFL-CIO/CLC)	4,150	38,540	85,960	May 9 June 14	Wages, working conditions— 40c an hr. increase retroactive to Jan. 1, 1966, 20c Jan. 1, 1967, 20c June 1, 1967; other benefits.
<i>Power, Gas and Water</i>						
Hydro-Quebec, Various locations, Quebec	Syndicat Professionnel des Ingénieurs (CSN)	356	7,830	17,680	Apr. 13 —	Jurisdictional dispute between union and company—
<b>TRADE</b>						
Crane Canada Ltd., Port Hope, Ont.	Steelworkers Loc. 4115 (AFL-CIO/CLC)	241	110	110	June 30 —	Wages, welfare benefits, vaca- tion—
<b>SERVICE</b>						
<i>Education</i>						
Université de Montréal, Montreal, Que.	Service Employees' Federation (CNTU)	253	4,550	12,390	Apr. 18 June 27	Wages, job reclassification, va- cations—Wage increases, im- proved health and welfare bene- fits, vacations, statutory holi- days.
<b>PUBLIC ADMINISTRATION</b>						
<i>Provincial Administration</i>						
Government of Quebec, Province-wide, Que.	Syndicat des professionnels du gouvernement (CSN)	1,600	35,200	60,800	May 9 —	Wages in a first agreement—
<i>Local Administration</i>						
City of Vancouver, Vancouver, B.C.	Civic Employees' Union Outside Workers	1,518	21,250	45,630	May 7 June 21	Wages in new agreement—13c an hr. increase retroactive Jan. 1, 1966, 6c July 1, 1966, 6c Jan. 1, 1967, 7½c July 1, 1967.
Municipal Government and School Administration of North Vancouver, B.C. North Vancouver, B.C.	C.U.P.E. Loc. 389 (CLC)	681	12,260	16,270	May 24 June 27	Wages, terminal benefits, over- time rate—Retroactive wage in- crease of 5.5% to Jan. 1, 1966, 2% July 1, 1966, 3% Jan. 1, 1967, 2% July 1, 1967.

\*Federal jurisdiction



# labour gazette

Canada Department of Labour/October 1966





# Canada Department of Labour Publications

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*Annual Report of the Department of Labour* (Covers fiscal year ending March 31). (English or French). Price \$1.00, Cat. No. L1-1965.

*Report of the Industrial Inquiry Commission on Canadian National Railways "Run-Throughs."* Report of Hon. Mr. Justice Samuel Freedman, Commissioner. (English or French). Price \$1.50, Cat. No. L35-965/1.

## Supplements to Labour Gazette

*Collective Bargaining Review*: a LABOUR GAZETTE supplement, Ottawa, 1966. Prepared by the Collective Bargaining Section, Labour-Management Division, Economics and Research Branch, Canada Department of Labour. This review was formerly included in the pages of the LABOUR GAZETTE. Obtainable from the Canada Department of Labour. Free to LABOUR GAZETTE subscribers.

*Reports of Boards of Conciliation* established under the Industrial Relations and Disputes Investigation Act together with reasons for judgment of the Canada Labour Relations Board: a LABOUR GAZETTE supplement, this booklet contains material that was formerly published in the LABOUR GAZETTE. Obtainable from the Canada Department of Labour. Free to LABOUR GAZETTE subscribers.

## Economics and Research Branch

*Labour Organizations in Canada* (annual). Contains a brief commentary, the latest statistical data on union membership, and a directory of labour organizations with names of their principal officers, publications, and the geographic distribution of their local branches in Canada. (English or French). Price 50 cents, Cat. No. L2-2/1965.

*Industrial and Geographical Distribution of Union Membership in Canada, 1965* (English or French). Price 15 cents, Cat. No. L31-765.

*Strikes and Lockouts in Canada* (annual). Furnishes a record of strikes and lockouts occurring in Canada during a year. Tables and related texts showing strikes and lockouts by years, by areas, by industries, including time lost, number of workers involved, duration, etc. Price 35 cents, Cat. No. L2-1/1963.

*Wage Rates, Salaries and Hours of Labour*. An annual report published in loose-leaf form and followed later by a paper-bound volume. Contains the results of an annual survey at October 1 of occupational wage rates and standard hours of work in most industries. Averages and predominant ranges of wage rates for selected occupations are tabulated separately on a regional basis for some 90 industries including logging, mining, manufacturing, construction, transportation, trade and service groups. Weekly salaries for office occupations and hourly wage rates for maintenance of service occupations and for labourer for several broad industry groups are shown, on a community basis, in 52 communities. Trends in wage rates are included in tables of index numbers by industry. (Bilingual). Cat. No. L2-547.

First year service including attractive binder with index tabs and paper-bound volume, \$9.50; service without indexed binder, \$7.00; individual tables, 15 cents, Paper-bound volume, \$2.00.

*Working Conditions in Canadian Industry, 1964*. Price 50 cents, Cat. No. L2-15/1964.

## Legislation Branch

*Labour Standards in Canada*. Sets out standards in effect under federal and provincial labour laws regarding child labour, minimum wages, equal pay for equal work, hours of work, weekly rest-day, annual vacations with pay, public holidays, fair employment practices, notice of termination of employment, and workmen's compensation. (English). Price 50 cents, Cat. No. L2-7/1965.

*Workmen's Compensation in Canada—A Comparison of Provincial Laws* October 1963. (With LABOUR GAZETTE reprints covering changes in 1964 and 1965). (English or French). Price 35 cents, Cat. No. L2-6/1963.

*Labour Legislation of the Past Decade*. A review of developments in Canadian labour legislation in 1951-1960 period. (English or French). Price 55 cents, Cat. No. L14-2061.

(Continued on inside back cover)



# labour gazette

Vol. LXVI, No. 9, October 1966

## Official Journal Canada Department of Labour

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*Minister*

George V. Haythorne  
*Deputy Minister*

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Largest and most comprehensive industrial rehabilitation centre on the continent of North America is the Ontario Workmen's Compensation Board hospital and rehabilitation centre in Toronto. The Board's 50th anniversary report appears on page 571

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# Labour Day Messages

## Productivity and National Goals

**Hon. John R. Nicholson**

*Minister, Canada Department of Labour*

In the year since last Labour Day, Canada and its people have continued to advance and prosper. Employment has increased by 4 per cent over the year, and unemployment has continued at the lowest rate since 1957. Industrial production has risen substantially, and total earnings of the labour force have increased by 12.5 per cent.



Nicholson

These developments have been accompanied by rising prices of essential items, which have made some workers naturally concerned about their living standards. This has been one factor giving rise to labour unrest.

Many important collective agreements have come up for negotiation this year. With employment high and the economy

buoyant, these negotiations have resulted in significant gains in wages and working conditions. This has been part of the normal working of our Canadian society since World War II. It is part of a system which, though no one would claim it is perfect, has given us one of the highest standards of living in the world.

Our standard of living will continue to increase with economic and social growth as long gains in wages and working conditions are matched by a corresponding rate of growth in productivity. If we fail to maintain a steady growth in productivity, we are likely to jeopardize our economic and social goals, which we have agreed are desirable.

Our productivity has increased encouragingly in recent years, but the rate of increase is not as high as in the early 1950s, and it is not as high as in the United States. We have special problems, but there are ways within our power to increase productivity. We must seize and use new technological ad-

vances, and develop our management methods to the highest possible level. We must find the best possible ways of using our human, material and economic resources. These are goals that all of us, labour, management and governments, should keep before us in the coming year.

Labour Day this year comes on the eve of an important conference to be held in Ottawa—the eighth regional conference of member countries of the International Labour Organization in the Americas. The conference will centre around two main themes having to do with economic and social development. One of these is the role of manpower planning and employment policy, the other the role of social security and living and working conditions.

Like productivity, these are subjects of universal concern. They are of particular interest to us in Canada, where we have made great strides over recent

*Continued on page 563*

## Tribute to the Working Man

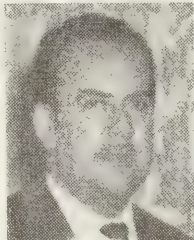
**Marcel Pepin**

*President, Confederation of National Trade Unions*

At least once a year, we grant millions of men and women dedicated to the building of a country the recognition to which they are entitled by celebrating Labour Day.

Being in the background and often forgotten, save when they can publicly defend their fundamental rights, thanks to the labour movement, the workers deserve recognition at least once a year as builders of Quebec and of Canada.

This year, disputes hard to deal with have arisen. We have seen workers who have been oppressed for years get up to fight for their right to live a decent



Pepin

human life. The fact is that workers everywhere realize that they do not have to be the outcasts of society, and that it is the duty of society to recognize the value of their work.

Union disputes are often criticized, and we are often under the impression that their number is greater than it actually is because they disturb the established and quiet order of society. But one should look beyond these disputes, and remember that in its social struggles the labour movement has fought against unemployment and poverty—evils which are often disregarded by society because society is ashamed to acknowledge their presence. Workers have accepted their responsibilities as members of this society and they have attempted to improve it by making humanity more humane and life more livable.

It is all these wage-earners taking part in the life of society through the labour movement, and all those who are not yet aware of the advantages of trade unionism, whom I want to greet today, and to whom I want to express my respect and admiration.

We all wish to participate closely in the life of the Province of Quebec and in the life of Canada, and we are truly justified in wanting this participation. Moreover, we can all do it together; this is one of the main objectives of the Confederation of National Trade Unions.

To all wage-earners, I wish a very happy Labour Day holiday, and convey the best wishes for success from the CNTU.

## Measures for ameliorating conditions after the war proposed by TLC executive

### Report of proceedings of the 32nd annual convention held in Toronto in 1916

A number of measures for "at least ameliorating" conditions after the war were proposed by the executive council of the Trades and Labour Congress of Canada in its report to the 32nd annual convention, held in Toronto, September 25 to 30, 1916. The LABOUR GAZETTE of October 1916 contained a 13-page report of the meeting.

The means suggested included:

- the nationalization of railways, mines and other public utilities; the building of an extensive system of highways;
- the adoption of a policy for land settlement that would provide sufficient aid to guarantee the settlement on the land of those adapted to, or adaptable for, farming;
- shortening of the work-day to provide for the employment of every unemployed person;
- and "the disbanding of enlisted men to be gradual, covering a period of at least two years after the termination of the war, to enable their being absorbed into the industrial life of the country through immediate employment after discharge."

Among other things, the executive council recommended the establishment of a permanent headquarters in Ottawa at a cost of not more than \$20,000; the appointment of a commission to consider the question of old age pensions and pensions for mothers with children; representations to the Government regarding the granting of financial assistance to industrial training and technical education; and that "as a step in the direction of free high school and university education, the various provincial governments make provision for scholarships in the public schools."

The LABOUR GAZETTE said that "the opening ceremony was preceded by a procession of the delegates from the Prince George Hotel to the Toronto Technical School, where the preliminary session was held, which was presided over by Mr. Walter Brown, chairman of the local convention committee. The remaining sessions were held in the Labour Temple."

The final report of the credentials committee showed that 288 delegates had attended the meeting, of whom three were fraternal. Of the 285 delegates, 26 represented the same number of international organizations, one provincial federation was represented, 26 trades and labour councils had 45 delegates, and 131 local branches were represented by 213 delegates.

One of the morning sessions and part of an afternoon session were devoted to consideration of the Industrial Disputes Investigation Act. In accordance with instructions given at the previous convention, the executive council had had a draft bill prepared embodying proposed amendments to the Act. Two resolutions had also been submitted asking for its repeal. In addition, certain amendments proposed by the Minister of Labour were considered.

A proposal that a referendum should be taken on which of these three ways of dealing with the Act should be adopted failed to get a seconder. Two other motions also failed to get a seconder, and the two resolutions asking for repeal of the Act were finally adopted.

One of the resolutions in which the resolutions committee recommended concurrence said that Asiatic labour was being "imported and used in industries in Ontario to take the place of men seeking better conditions of labour and also of those who are away in the country's service," and moving that the Congress should record its protest against "this despicable action, and that the delegates from Ontario be asked to carry this to their local unions requesting them to give all moral support to secure the elimination of such labour from this province."

This journal's report said that a few of the delegates opposed the resolution "on the ground that the international union should not recognize race divisions; but rather that the Asiatics should be encouraged to join the unions. This contention, however, was opposed, the argument being that the introduction of any

class of people who would lower the standard of living of the local workers should be combatted. The resolution was adopted."

Among the measures urged by a number of miscellaneous resolutions adopted by the convention were: making election day a public holiday; legislation by the Ontario Government to compel employers to give their employees 24 hours off duty every seven days, "and that such employees be compelled to take the time off"; legislation compelling the removal of old wallpaper before new paper was applied; legislation granting to hotel, restaurant, club and eating house employees a six-day week; a request to organized labour not to patronize restaurants, cafes, etc., operated by Asiatics; a request to the American Federation of Labor to appoint an organizer for the province of Quebec who could speak both English and French; legislation by the Dominion Government establishing an eight-hour day; the addition of a clause in the Immigration Act to prohibit certain classes of musicians from coming to Canada to accept employment; and instructions to the executive council to consider the advisability of establishing a labour party, and to report at the next convention.

The financial difficulties of the Vancouver Labour Temple were brought before the convention. The delegates were informed that the Temple, which was "second to none on the continent," represented an investment of at least \$295,000, with a debt of about \$125,000, leaving an equity to the shareholders of \$170,000. A resolution was proposed that would have instructed the executive council to ask for "a voluntary assessment on the affiliated membership of 25 cents for the purpose of assisting in saving the Vancouver Temple."

Instead of passing this resolution, "it was decided to refer the question to the executive council to work out a plan whereby some arrangement could be made to meet the obligations of the Temple directors."



# NEWS BRIEFS

## Quebec hospital strike ended by government

A strike of non-medical employees against 119 hospitals across the province of Quebec that began on July 15 ended on August 4 after the Government had placed the strikebound hospitals, and 20 others not affected by the strike, under the trusteeship of a single administrator. The strike began at 21 hospitals, seven of which were in the Montreal district, and soon spread across the whole province, involving 32,500 members of the National Federation of Services (CNTU).

The agreement that ended the strike was reached two days after the Quebec Cabinet had ousted hospital negotiators from the bargaining table and replaced them with a single administrator supported by the Government. When the strike was settled, Premier Daniel Johnson cancelled a special session of the Legislature that had been called for August 4 to deal with the strike.

The union had originally demanded an increase of \$8 a week for the non-medical employees in a one-year agreement, and \$20 a week for nurses, about 2,400 of whom had joined in the strike. (An independent group of about 2,500 nurses, the Syndicat Professionnel des Infirmières Catholique, had been bargaining separately.)

### Pay Increases

The new agreement, which was for a period of 30 months, terminating on June 30, 1968, will raise the wages of the non-medical employees from \$8 to \$10 a week by July 1, 1967. These increases were to be reached in three stages. For hospital workers earning less than \$70 a week, a weekly increase of \$4 was retroactive to January 1, another \$1 retroactive to July 1, and a final \$3 effective July 1, 1967. For those earning \$70 to \$89, the increases are \$5, \$1 and \$3 respectively; and for those earning \$90 or more, they are \$5, \$1 and \$4.

For the 2,400 nurses, the new contract provides an immediate wage increase of \$6 a week, plus another \$5 next July 1. It also raises their maximum weekly salary from the present \$102 to \$114.

The agreement reduces the work week from the present 40 hours to 35 hours for office workers, to 36½ for nurses, and to 38½ for all other hospital employees.

It grants two weeks vacation after one year, three weeks after two years

(starting in 1967), and four weeks after 10 years.

A compromise was reached on the controversial issue of the promotion of nurses and technicians to supervisory positions in hospitals. The contract sets out a procedure for filling supervisory and administrative posts at two levels above general nursing, which in most large hospitals would include assistant head nurses and head nurses. If agreement cannot be reached on the most suitable candidate for a supervisory post, the union can refer the issue to an outside arbitrator for a decision. The hospital administration has the onus of proving that its choice is the most competent.

The issue of promotions was reported to have been the main stumbling block when hospital administrators were involved in the negotiations. Their opposition to any contract provision that would allow the unions to challenge appointments to positions at the second level above those covered by the bargaining unit was the chief reason why the Government took the bargaining out of their hands and appointed a sole administrator with authority to sign an agreement on behalf of the hospitals.

### Shop Stewards

A compromise was also reached on another contentious issue concerning the number of shop stewards authorized to deal with grievances. The new contract provides for the handling of union business by a steward while on duty for a maximum of three days a week in large hospitals, and for shorter periods in smaller ones.

The administrator appointed by the Quebec Government when the 119 strikebound hospitals and 20 other hospitals were placed under trusteeship was Yves Pratte, a lawyer who had been acting as mediator in the dispute. As Government administrator, Mr. Pratte was given the power to negotiate and sign a new agreement in the name of the 139 hospitals involved.

On July 26, strikers at 18 psychiatric and chronic care hospitals were ordered back to their jobs by a Superior Court injunction. The injunction, however, was ignored by most of the strikers; and at a press conference after the settlement had been reached, Premier Johnson specially referred to this. "We must return to law and order. We must end this scandalous situation where people disobey the law," he said.

## ILO Conference Held in Ottawa

Attended by more than 250 delegates, advisers and observers, the 8th Conference of American States Members of the International Labour Organization was brought to a close in Ottawa on September 23. The conference, lasting two weeks, was under the chairmanship of Hon. John R. Nicholson, Minister of Labour, and took place in the House of Commons. It was the first time that a conference of this nature had been held outside Latin America. Full details will appear in the November issue of the *LABOUR GAZETTE*.

## U.S. airline strike ends

"The best one-package deal ever won in one set of negotiations by any union," ended the strike by 35,400 mechanics and the ground service personnel against Eastern, National Northwest, Trans World and United Airlines.

The strike, which ended August 19, in its 43rd day, was considered the longest and costliest in U.S. airline history. Over the next three years, authoritative sources say, the airlines will pay close to \$90 million including an estimated \$3,000,000 for a cost-of-living escalator clause incorporated in the settlement.

P. L. Siemiller, President of the International Association of Machinists, said the good news of the settlement had been delayed for a month while Congress considered an anti-strike law. Mr. Siemiller strongly denounced the Senate's passing of the law that is now under consideration by the House of Representatives.

It is estimated that the contract will cost the carriers about 5 per cent a year in increased wages and benefits. This would be higher than the Johnson administration's 3.2 per cent guideposts for non-inflationary labour agreements, and also beyond a 3.5 per cent settlement recommended by a presidential emergency board.

## Labour Minister addresses Brotherhood conference

Hon. John R. Nicholson, Minister of Labour, was a guest speaker at the 35th Regular Convention of the Brotherhood of Maintenance of Way Employees in Montreal, July 12.

For the benefit of the 1,000 American delegates, Mr. Nicholson elaborated on the philosophy and policy of the Canada Department of Labour. He said that he was proud of the fact that Canada had the world's first federal government department dedicated completely to labour-management relations and to labour legislation.

From a system of voluntary union-management committees during World War II, the present Labour-Management Consultation Branch had grown to the point where servicing committees now represent 620,000 union members in all types of industry.

"It is a matter of considerable pride for me, as Minister of Labour, to say that in this field of union-management consultation, Canada is again a leader, with the greatest number of such committees, per capita, in the world."

The Minister told delegates that joint consultation between unions and management did not weaken union strength or union rights, but "is a most sophisticated way of settling problems, in a manner satisfactory to both parties, before they become grievances or strike issues." He added that the Canadian Labour Congress is also very much in favour of an increase in discussion and consultation between unions and management.

"Even with such support from the CLC leadership," Mr. Nicholson said, "I feel that there could be even greater participation by the unions, not only in the deliberations of the individual committees at the plant level, but also in the whole sphere of joint consultation at all levels."

The Minister continued: "I know full well that I don't have to sell the fundamental idea of consultation to you. I would like, however, to urge the use—and the strengthening—of these committees at every possible opportunity."

## Departmental officer author of Laval University paper

"*Union Dues and Political Contributions—Great Britain, United States, Canada—A Comparison*," by Dr. Jan K. Wanczycki of the Legislation Branch, Canada Department of Labour, was published as Volume 21, Number 2, April 1966, by the Department of Industrial

Relations, Laval University, and printed by the Laval University Press.

The paper concentrates on court decisions and statutory enactments which had an effect on the active participation of trade unions in political action. It reveals how the legislatures and the courts, in interpreting the relevant statutes, attempt to prevent or regularize the use of union dues, levies or funds for political purposes.

As well as having a Ph.D., Dr. Wanczycki has Diplomas in Science and Political Science, studies in Constitutional Law and History, and International Law and Diplomatic History.

## Clifford A. Scotton appointed NDP federal secretary

Clifford A. Scotton, 38, of Ottawa, Editor of *Canadian Labour*, the official publication of the Canadian Labour Congress, became Federal Secretary of the New Democratic Party, September 1.

Joining the CLC in 1959 as Assistant Director of Public Relations, Mr. Scotton was named Editor two years later. He was appointed Director of the CLC's Department of Provincial Federations and Labour Councils, and Secretary-Treasurer of the Union Label Department, in 1964.

Before his CLC appointment, Mr. Scotton served for two years as press representative (Canada) of the International Association of Machinists. He was a member of the Parliamentary Press Gallery in Ottawa for five years, and Ottawa correspondent for the Co-operative Press Association, a labour news service.

## Canadian assisting Trinidad institute

Max Swerdlow, Director of Education for the Canadian Labour Congress, has been given a year's leave of absence to assist in the establishment of a new institute of labour-management relations in Port-of-Spain, Trinidad.

The institute will be patterned after Canada's Labour College in Montreal which Mr. Swerdlow was instrumental in establishing, the CLC office reported. It will be divided into two sections, one for labour and the other for management.

Working with labour, management and government, Mr. Swerdlow's responsibilities will include the preparation of recommendations on curriculum, procedures for recruiting both students and faculty, physical facilities and the administrative structure.

The House was recalled from its mid-summer recess to a special session on August 29 to deal with the railway dispute, which had culminated in a strike that began on August 26. At the first meeting of the Commons, the Prime Minister introduced Bill C-230 (Hansard p. 7742), to provide for the resumption of operations of railways and for the settlement of the existing dispute.

The bill passed first reading, and Bill C-231, "to define and implement a national transportation policy for Canada, to amend the Railway Act and other acts, . . . and to enact other consequential provisions," was introduced by the Minister of Transport and given first reading (p.7744).

After prolonged debate, Bill C-230 passed second reading on division by 138 votes to 103 on August 31 (p.7910) and third reading on September 1 (p.7987). It received Royal Assent the same day (p.8005).

Bill C-231 was given second reading on September 8, the day before the House adjourned, and was referred to the standing committee on transport and communications (p.8211). On September 9, the Minister of Transport said he neglected, when the bill passed second reading and was referred to the committee, to ask leave of the House for the committee to sit during the period of adjournment in order to consider the bill. He asked whether the members would agree to such an order, but an objection was made to the introduction of the motion by a member of the Opposition, and the Speaker said that since unanimous agreement was necessary to move such a motion, it could not be put (p.8315).

The House adjourned on September 9 until October 5 (p.8320).

(Some details of the debate on the legislation dealing with the railway strike will be published next month in an article on the dispute.)

The appointment of Carl Goldenberg, Q.C., as the mediator to take charge of the mediation proceedings in the dispute between the railway unions and the companies, under the Maintenance of Railway Operation Act, was announced by the Minister of Labour on September 2 (p. 8016).



## Senior appointments to Citizenship and Immigration

Gerald G. Duclos, Deputy Minister of Labour for the province of New Brunswick, has been appointed Director-General of the Manpower Division, and Assistant Deputy Minister of the proposed Department of Manpower and Immigration. The appointment, which became effective March 1, will make Mr. Duclos directly responsible to the Deputy Minister for the co-ordinated operation of the National Employment Service and manpower services.

Mr. Duclos graduated with honours from the University of British Columbia in 1954 with a Bachelor of Commerce degree, and started working in private industry. He returned to the university in 1959 for graduate studies in business administration, and after receiving his M.B.A. degree in 1960, became assistant professor of business administration at the University of New Brunswick. In 1962 he was appointed Deputy Minister of Labour, and in 1965 was also made Chairman of the Community Improvement Corporation of New Brunswick.

Marcel Guay, Quebec Regional Director for the Unemployment Insurance Commission has been appointed Assistant Director-General of the Manpower Division in the Citizenship and Immigration Department, and John C. Morrison, Director of Special Services in the Department of Citizenship and Immigration, has been named Director of the Home Branch of the Immigration Division. Mr. Morrison's new appointment will include responsibility for admitting, welcoming and assisting immigrants on their arrival in Canada, and the enforcing of the Immigration Act and Regulations.

At the same time that he announced the top two senior positions, Hon. Jean Marchand named 14 regional directors of the Manpower Division. They are William C. Stewart, Atlantic; H. A. D. Scott, Ontario; Terrance R. Watt, Prairie; L. Stewart McGill, Pacific; and until the new director is named, Mr. Guay will be acting Director of the Quebec region.

Other appointments include Directors of Operations: G. D. A. Reid, Atlantic; L. E. Duquette, Quebec; George B. Kimpton, Ontario; John. D. Devlin, Prairie; Peter M. Allen, Pacific; and Assistant Directors Ralph J. Coy, Atlantic; Damase Toupin, Quebec; Leonard F. D. Coulson, Ontario; Mrs. Jean W. Edmonds, Prairie; and John D. Drew, Pacific.

The Canada Manpower Division's field operation will merge into one

co-ordinated organization the National Employment Service, the placement and settlement units from the Canada Immigration Division, and branches formerly in the Department of Labour including Technical and Vocational Training, Civilian Rehabilitation, Special Services and the Manpower Consultative Service.

The regional offices will co-ordinate the efforts of more than 250 centres of the Canada Manpower Division located from coast to coast.

## New booklet on fair employment practices

A booklet issued by the Canada Department of Labour advises business organizations that failure to inform staff of their non-discriminatory hiring practices may have "unforeseen consequences."

The new publication, entitled *The Employer and Fair Employment Practices—The Open Door to Full Employment Opportunity*, warns that this failure "may result in a mistaken, or lukewarm, application of the principle of non-discrimination in the hiring practices of the company by those responsible for the application of the policy."

"It leaves the way open for any personnel supervisor who may have certain preferences or prejudices in hiring persons of certain races, creeds or colours, to interpret and apply company policy accordingly. In these circumstances, higher company officers may be unaware that their employment policy, as applied, discriminates against Canadians and persons born outside Canada, because of their creed, colour, race or national origin."

The booklet continues: "Some personnel supervisors may translate their prejudices into company policy, believing that because the statement of employment policy does not cover discrimination, they have a free hand."

The booklet goes on to point out that whether or not employment policy directives deal with fair employment makes no difference to the person on the receiving end of discrimination—he doesn't get a job.

"He and others of his race, creed or colour, soon learn that as far as they are concerned the employment door is closed. Discrimination brings moral and economic loss, not only to them but to the employers refusing them employment."

Urging top management to initiate and support non-discriminatory employment policies—containing the provision that merit shall be the governing fac-

tor—the publication states that such a policy really works; "where the employment door has opened, it has stayed open to the benefit of all concerned."

Among other things, this sort of policy helps to diminish an "appalling waste" of human resources, and helps to create a potential sales market within minority groups. "Apart from the issue of moral principle, a fair employment policy makes for good business all round," the booklet stresses.

The booklet contains a series of questions, many of which could, if used as employment inquiries, be contrary to the provisions of the Canada Fair Employment Practices Act. In this category are such questions as: "To what clubs and organizations do you belong?" "White or coloured?" (rarely found on application forms), and, "Racial origin" (or ancestry or descent)."

Free copies of the booklet in English or French are available from the Queen's Printer. Catalogue No. L33-2965.

## Winter works program to be continued in 1966-67

Hon. Jean Marchand, Minister of Citizenship and Immigration, announced in August that the Municipal Winter Works Incentive Program would be continued during the coming winter.

The federal government contributes 50 per cent of the direct payroll costs of municipal projects carried out under the program. In the case of municipalities in designated areas, and areas of high winter unemployment, the government's contribution is 60 per cent of direct payroll costs. The program will be in effect from November 1, 1966 to April 30, 1967.

Mr. Marchand stated that more than 2,500 municipalities engaged in winter works during the 1965-66 program, which provided over 8,000,000 man-days of work.

## Canadian re-appointed

The National Secretaries' Association (International) at a recent convention in Dallas, Texas, re-appointed a Canadian, Miss Merle Law of London, Ont., for a second term as international president.

The Association plans to hold its 1967 convention in Toronto. This would be the first time the convention has been held outside the United States.

In Canada the National Secretaries' Association is made up of 17 chapters with over 800 members.



**Sociologist criticizes  
U.S. war on poverty**

A recent study of people in poverty in the United States shows that among the 35 million poor are 15 million under 18 years of age, and five million over 65.

One of the U.S. Government's major decisions in the "war on poverty" was to set up a new agency, the Office of Economic Opportunity, to direct some of the new programs—in particular, the Community Action Program—and to co-ordinate other programs that fall under such agencies as the Department of Labor and the Department of Health, Education and Welfare.

Some Americans question the necessity of a new agency. In a recent *New York Times* magazine article, Nathan Glazer, professor of sociology at the University of California, and author of *The Lonely Crowd*, paraphrased the core of an argument between two consultants on the anti-poverty program with the question: "Why the fuss about poverty when most of it could be eliminated by raising payments under existing programs above the government-defined poverty level?"

Increased grants through social security and old-age assistance and medicare, Prof. Glazer avers, would take care of five million in the poverty group, and increased payments to mothers with dependent children would take care of another 15 million.

"The point once made is terribly persuasive," he said. "It eliminates the need for setting up a new agency with thousands of employees. It eliminates the need for new and complex and inevitably confusing systems of co-ordination. And it would not have led to the inflation in the salaries of social workers and other poverty fighters that is now becoming an issue in a number of anti-poverty programs."

Prof. Glazer said that he can only assume that the idea of increasing social security and welfare payments might not be thought dynamic enough for a "war" on poverty. And pumping money into old agencies, in which dissatisfaction had been expressed, was thought to be akin to pouring new wine into old bottles.

But, he urged, "In view of the great concentration of children and old people in poverty, our only possible hope for many is simply to increase their level of material comfort."

"It may well be that the future productivity of children who become adult workers can be enhanced by increased money payments, permitting better housing, better health, toys, books . . . and other broadening experiences."



Jacques Guilbault

**Quebec man named  
CLRB member**

The appointment of Jacques Guilbault of Baie Comeau, Que., to the Canada Labour Relations Board as a member representing employers has been announced by the Canada Department of Labour.

Mr. Guilbault, 37, a native of St-Jacques, Que., is Industrial Relations Manager for the Canadian British Aluminium Company Ltd., at Baie Comeau.

After receiving Bachelor's and Master's Degrees in Social Science at Laval University, Mr. Guilbault took post-graduate work at Columbia University in business administration. He then worked in an industrial relations capacity in both the Quebec Department of Labour and the Canada Department of Labour for some years.

The Canada Labour Relations Board is composed of four members representing labour, four members representing employers, with an impartial chairman and vice-chairman. It meets periodically to deal with representation matters involving the certification of trade unions as collective bargaining agents for groups of employees. It also deals with other labour relations matters affecting undertakings and industries in the federal field of jurisdiction.

**First labour minister  
for Prince Edward Island**

Prince Edward Island now has its first full-time labour minister, Elmer Blanchard. The province's recently elected Premier, Alex B. Campbell—at 32, the youngest premier in Canada—promised during PEI's May election campaign that he would establish the office.

**B.C. forest industry  
protests settlement**

The B.C. lumber industry accused the provincial Government of "putting a gun to the head of industry" by its direct intervention in the strike between the industry and the International Woodworkers of America. Most of the 10,000 workers involved in a one-week walkout returned to work June 27.

Premier W. A. C. Bennett and Labour Minister Leslie Peterson had urged both parties to settle on the terms suggested by Mr. Justice Nathan Nemetz, who had been appointed mediator in the dispute that was threatening to shut down the province's major industry.

The two-year contract will give the workers a general 40-cent-an-hour increase, 20 cents each year. With fringe benefits included, the package is estimated to be worth 46 cents an hour, and will cost \$40,900,000 over the two years.

The president of Forest Industrial Relations Ltd., John M. Billings, said that the Government had not given industry any alternative but to accept "an economically unjustified package." FIR is the bargaining agent for 120 companies in the coastal section of the industry.

Mr. Billings said that the industry now had to overcome the highest forest industry wage costs in the world to continue to sell B.C. forest products.

**Labour Day Message**

*Continued from page 558*

years in firming up manpower policies and in broadening our labour standards, pension, health and medical programs. At this meeting we will be able to exchange ideas and experiences with other countries which, while also American, differ in their history, resources, and social and economic development.

It is an unfortunate fact that Canadians know all too little of many of the countries and peoples of our hemisphere. This meeting will be an opportunity for us to demonstrate our desire to co-operate with the other nations of the Americas in an effort to find solutions to our common problems.

I am sure that we will be able to gain from this exchange, as we have gained before from our long participation in the work of the ILO and other international organizations. And I hope that once again, we will be able to make a useful contribution ourselves.

My best wishes to you all this Labour Day.



# Collective Agreements in Industry—Part I

## Vacation and Holiday Provisions

Twenty-five main types of provisions, contained in 188 collective agreements covering bargaining units of 1,000 or more employees in all Canadian industries except construction and railway transport, were the subject of a recent study conducted by the Department of Labour. The agreements examined covered a total of 505,400 employees.

The findings of this study are being published in two successive issues of the *LABOUR GAZETTE*. The agreement provisions dealt with in this issue are those regarding paid vacations and paid holidays. Tables on these provisions appear below. Three tables are also given showing the scope of the study by major industrial group, by province, and by month of expiry of the agreement.

In the November issue, provisions concerning compensation for work on paid holidays, shift premiums, call-in pay guarantees, compensation for union officials engaged in grievance work or in the negotiation of collective agreements, and paid bereavement leave, will be covered.

Other provisions to be dealt with in the November issue will be those relating to rest periods, general wage

adjustment or re-opening, guaranteed employment or earnings, notice of layoff, training or retraining, contracting-out, moving expenses and relocation allowances, protective clothing or equipment, length of the probationary period, and frequency of paydays.

Among the main findings regarding the provisions covered in the present issue were:

—almost all the agreements, provided for paid holidays, eight days a year being the commonest provision;

—all but 4 per cent of the agreements contained some provision concerning paid vacations, the most common being two weeks after service of one year or less, three weeks after 10 years, four weeks after 20 years, and five weeks after 25 years;

—only 6 per cent of the agreements contained provision for any form of extended vacation, including supplementary vacations, pre-retirement vacations, and extended vacations in a designated year of service.

The accompanying tables, besides setting out the findings of the survey in connection with the main provisions of the agreements, also show the number of agreements and employees covered by months of expiry, by main industrial group, and by province.

During the preparation of the study, it was found that, because of the number of different ways in which a particular working condition or employee benefit was dealt with from one industry to another, it was impossible to give detailed

information on some of the types of provisions examined.

The study was carried out by Ross Charlton, Barry Maloney and Daniel Stace under the supervision of Félix Quinet, Chief, Collective Bargaining Division, Economics and Research Branch, Canada Department of Labour.

It is pointed out by those who conducted the study that the language of the agreements was not entirely clear; in such instances, the provisions were classified subject to the proviso that they may be open to other interpretations as well.

Month of Expiry

	1964		1965		1966		1967		1968	
	Agree- ments	Employees Covered	Agree- ments	Employees Covered	Agree- ments	Employees Covered	Agree- ments	Employees Covered	Agree- ments	Employees Covered
January.....	—	—	—	—	—	—	2	3,050	2	3,400
February.....	—	—	2	7,550	7	19,950	3	4,350	3	4,880
March.....	—	—	1	3,500	16	47,940	6	7,590	—	—
April.....	—	—	7	11,970	5	14,100	7	16,150	6	8,650
May.....	—	—	3	4,350	2	3,500	2	2,730	—	—
June.....	—	—	2	6,330	6	34,390	2	3,980	—	—
July.....	—	—	—	—	9	47,120	2	5,000	1	1,210
August.....	—	—	1	1,200	7	15,150	3	7,100	—	—
September.....	—	—	3	11,000	4	4,970	5	11,160	—	—
October.....	—	—	5	6,770	3	7,600	4	20,750	—	—
November.....	—	—	2	2,530	5	30,040	4	16,150	—	—
December.....	1	1,800	22	55,730	10	17,570	11	31,190	2	3,000
TOTAL.....	1	1,800	48	110,930	74	242,330	51	129,200	14	21,140

# Paid Vacations

	Agreements		Employees Covered			Agreements		Employees Covered	
	No.	%	No.	%		No.	%	No.	%
<b>General</b>					<b>Four Weeks</b>				
No provision.....	7	4	10,240	2	No provision.....	47	25	16,420	3
Provision for one or one and a half weeks only*.....	3	2	6,800	1	After:				
Provision for more than one week*.....	177	94	485,730	96	1 to 4 years.....	3	1	4,800	1
Other (plan mentioned; no details).....	1	—	2,630	1	10 to 13 years.....	12	6	43,930	9
					15 years.....	10	5	136,850	27
					17 to 19 years.....	3	1	4,200	1
					20 years.....	54	31	156,700	31
					21 to 23 years.....	10	5	24,180	5
					25 years.....	41	22	79,630	16
					28 to 30 years.....	5	2	10,750	2
					Other.....	3	2	27,940	5
TOTAL.....	188	100	505,400	100	TOTAL.....	188	100	505,400	100
<b>Two Weeks</b>					<b>Five Weeks</b>				
No provision.....	27	14	54,320	11	No provision.....	169	91	461,130	92
After:					After:				
1 year or less.....	87	46	295,260	58	4 years.....	1	—	2,000	—
14 months.....	3	2	7,550	2	25 years.....	12	6	20,760	4
2 years.....	17	9	47,940	9	27 years.....	1	—	1,300	—
3 years.....	30	16	55,810	11	30 years.....	5	3	20,210	4
4 years.....	2	1	3,670	1					
5 years.....	22	12	40,850	8					
TOTAL.....	188	100	505,400	100	TOTAL.....	188	100	505,400	100
<b>Three Weeks</b>					<b>Extended Vacation†</b>				
No provision.....	22	12	69,110	14	No provision.....	176	94	473,770	94
After:					Provision for some form of extended vacation.....	12	6	31,630	6
1 year.....	12	6	24,190	5					
2 to 3 years.....	7	4	21,880	4					
5 years.....	29	15	103,520	21					
6 to 9 years.....	18	10	35,910	7					
10 years.....	59	31	126,840	25					
11 to 14 years.....	16	8	30,740	6					
15 years.....	17	10	54,940	10					
17 to 25 years.....	3	1	4,890	1					
Other.....	5	3	33,380	7					
TOTAL.....	188	100	505,400	100	TOTAL.....	188	100	505,400	100

\*Provisions under which entitlement to time off does not match the amount of vacation pay were tabulated on the basis of vacation pay.

†Includes such provisions as "supplementary vacations," "pre-retirement vacations," extended vacations in designated year of service etc.

Percentages of less than 1.0 are indicated by a dash.

\*Provisions under which entitlement to time off does not match the amount of vacation pay were tabulated on the basis of vacation pay.

†Includes such provisions as "supplementary vacations," "pre-retirement vacations," extended vacations in designated year of service, etc.

Percentages of less than 1.0 are indicated by a dash.

## Paid Holidays

Days a Year	Agreements		Employees Covered	
	No.	%	No.	%
No provision..	2	1	3,000	1
3 to 7.....	23	12	70,780	14
8.....	59	31	172,860	34
9.....	44	24	106,560	21
10.....	41	22	106,270	21
11 to 16.....	10	5	22,810	4
Other*.....	9	5	23,120	5
TOTAL.....	188	100	505,400	100

\*Includes provisions for extra pay feature and holiday pay expressed in percentage terms.

## Major Industrial Group

Industrial Group	Agreements	Employees Covered
Forestry.....	8	19,380
Mining.....	11	35,080
Manufacturing.....	94	249,120
Transportation, storage and communication..	32	103,340
Public utility operation..	7	18,700
Trade.....	7	17,950
Service.....	29	61,830
TOTAL.....	188	505,400

## By Province

Province	Agreements	Employees Covered
Newfoundland.....	4	11,200
Prince Edward Island...	—	—
Nova Scotia.....	5	10,940
New Brunswick.....	1	1,700
Quebec.....	70	166,230
Ontario.....	61	171,890
Manitoba.....	8	13,960
Saskatchewan.....	5	8,940
Alberta.....	4	6,650
British Columbia.....	17	61,540
More than one province	13	52,350
TOTAL.....	188	505,400



## The Objectives of a Manpower Policy

Laval University held its 21st annual conference on Industrial Relations on April 18 and 19 in the Chateau Frontenac in Quebec City. One important matter on the agenda was a discussion of the proposed Department of Manpower and Immigration as viewed from the standpoint of industrial relations.

A paper by André Raynault, University of Montreal, presented at the Conference, is reproduced below. Other papers will appear in subsequent issues of the *LABOUR GAZETTE*.

Manpower policies consist on the whole of measures aimed at suppressing particular or localized shortages of workers. There are jobs or positions that are not filled owing to a lack of applicants. There exists an unsatisfied need for workers and the purpose of manpower policies is to find the necessary workers locally, to import them, or to create them (by education or apprenticeship). Manpower policies thus concern themselves with adapting the supply to the demand.

It follows then that manpower policies do not increase the number of new jobs. They can, however, reduce certain categories of unemployment because there is, by hypothesis, an unsatisfied demand for jobs. These policies are termed selective or structural in contrast to policies of full employment, which are often called total policies. As a matter of fact, policies aimed at full employment are usually (but not always) measures applying to the economy as a whole without distinction as to sectors, industries or regions. The aim of full employment policies is to stimulate the demand for products and thus to create jobs. Since it is believed that this method cannot eliminate all unemployment, there is still room at the same time for selective or special policies. Manpower

policies belong to a category of selective policies, among others.

Since manpower policies assume the existence of an unsatisfied demand for jobs, it is in periods of vigorous economic expansion that the role of manpower policies becomes most evident. The simplest case is that in which workers are moved from depressed areas to expanding areas in order to accelerate production. A second case would be that in which an apprenticeship program supplies workers of a certain trade to businesses needing them: either the quantity of production or else productivity is thereby increased. The role of manpower policies is just as clear on the macro-economic level. If total policies of expansion are applied in order to move from a situation in which 10 per cent of the labour force is unemployed to a situation of full employment, the cost of applying these policies will increase as full employment is approached. This cost will become evident sooner or later in the form of increased production costs and higher prices. Eventually the cost may become prohibitive or infinite when the number of unemployed becomes totally insensible to new increases in the total demand. The role of manpower policies is to push back this limit; for example, to reduce the unemployment rate from 3 to 2 per cent when total policies can obtain no more than 3 per cent without unreasonable expense. An active manpower policy, by dealing in one way or another with the particular labour shortages which arise, reduces the strain on the labour market and forestalls premature increases in wages, production costs and prices.

In theory, one might suppose, as certain authors have done, that manpower policies are an instrument of action reserved for periods of total employment, once instruments of total intervention have done all they possibly can. In prac-

tice, the proposition might have a certain validity during great depressions like that of the 1930's. But in the ordinary course of events, a manpower policy takes on an almost permanent nature, because of long-term modifications that continually arise in the conditions of the demand for labour and provoke particular labour shortages at any point in the economic cycle. Thus, for example, in the course of the recession suffered in Canada from 1957 to 1961, certain industries were permanently in need of certain categories of labour, for instance the medical services and higher education, to mention only the most obvious.

On the other hand, it is just as evident that except during periods of full employment, recourse to intensive manpower policies is liable to serve as a substitute for, rather than a complement to, more effective measures. We all know with what alacrity and misapprehension the unemployment of 1957 to 1961 was described as structural unemployment in Canada and, in Quebec, as an almost secular unemployment which only time and an integrated manpower policy could hope to cure. Nonetheless in the four years from 1961 to 1965, the unemployment rate in Quebec fell from 9 per cent to 5 per cent as an annual average and from 7 to 3.4 per cent for the summer months. It is easy to decide after the fact that it was unnecessary to wait for manpower policies to reduce this unemployment, which was quite simply of a cyclical nature.

I will return later to this confusion between cyclical and structural unemployment.

Having established these preliminary ideas, we can now approach the essential part of our subject. This will be divided into two sections. The first section will deal with the mechanics of adjustment and balance in the labour market. The second, which I hope will

follow logically from the first, will set out the objectives which any manpower policy ought to pursue.

There are two principal reasons (one good and one bad) for explaining the operation of the labour market: on the one hand, to try to convince a small number of people that besides laws and regulations, besides unions and closed professional associations, something other than chaos or chance determines employment and labour conditions. This is the bad reason. On the other hand, since economists have been discussing the theory of wages and unemployment for several centuries, there is abundant material for reflection. This is the good reason.

There do exist as a matter of fact very precise theoretical rules which govern the distribution of workers between the different industries and the establishment of labour conditions. At the very base of the mechanism are the demands of consumers for products and services, which set the quantities to be produced at current rates. To produce these products, the manufacturer considers the technical possibilities and gives himself what is known as a function of production, which relates the products to the quantities of necessary factors such as capital in machinery, and the different categories of workers. The manufacturer combines the factors of production in such a way as to make the maximum profit, i.e., and this is important, in such a way as to economize resources in the general interest of the community just as much as in his own interest. From this combination of factors comes a demand for a given number of workers, a number which realizes a balance between the contribution that every last worker makes to the enterprise and his cost to it. This reasoning leads us to a well-known proposition, which is that the wage rate is a function of the productivity of labour. To go from the enterprise to industry, and from industry to the total economy of a region or of a country, we add the curves of the enterprises' demand for labour and obtain the total number of workers who are or could be employed at different wage rates. To be valid, these additions of particular labour demands for labour should be reserved to periods of full employment.

As regards supply, we can assume that workers are interested in increasing their income and that they are looking for better-paying jobs. The problem is that they are not always able to do so. Still, they are supposedly mobile enough and competent enough to profit from the opportunities that exist. When these hypotheses are realized, workers move

about in direct relation to wage differentials, with the result that wages have a tendency to equalize themselves over the long run, at least for similar occupations and workers of equal efficiency.\* The process is quite clear: when one wage is higher than another, workers come forward and the wage goes down, while their departure from the original place of employment raises the lower wage. From the point of view of the public interest, a certain equilibrium is established, since competition between employers assures a wage rate at least equal to the marginal productivity of labour while competition between employees assures that the wage rate does not exceed the marginal productivity of labour.

The elegance and logic of this pattern are remarkable. It is not surprising that some have termed this over-all system "Magnificent Economics".†

If we keep in mind that the essential conclusion of this employment theory consists of the existence of a tendency toward the equalization of wages in the long run, we can turn to history for substantiation or at least for several illustrations. In my opinion, the fact is incontestable. As it happens, an article by Tibor Scitovsky has appeared on this point just this week.‡ The author shows that the salaries of highly-placed officials, in terms of multiples of labourers' wages (or their equivalent), has fallen from 7 times to 5 times in the United States, from 15 times to 5 times in France and from 32 times to 16 times in the United Kingdom between 1875 and 1955. This decline in wage differentials is spectacular. Amidst several other observations of this kind, we discover in the same article that the incomes of the liberal professions, including teachers, have all fallen, within the last 20 to 50 years, in eight different countries, with the sole exception of doctors in the United States. Going even farther back in the past, it is amusing to note the fact mentioned by A. Smith in 1774 to the effect that teachers in Ancient Greece, like Isocrates and Plutarch, charged what were then colossal fortunes for the courses they gave. A. Smith estimates that each course (probably of several months' duration) must have cost £3,333 6s. 8d.

Closer to home, it is also established that income differentials between occupations have diminished in the past 30

years, because, it appears, of the generalization of education which brings about a rise in minimum wages.

What are we to think now of geographic income differentials between various countries and areas? This time the answer runs from black to white depending on the chosen viewpoint in time and on the place. While, as I have already shown, income differentials in Canada have remained constant over the last hundred years, in the United States on the other hand the tendency towards inter-regional equalization of incomes is so strong as to amaze all observers. It is in the case of underdeveloped countries that the most time must be allowed before judging results, yet it is often in these countries that reformers take the shortest view. With or without a competitive system a continent cannot be developed in ten years.

History, of course, can never demonstrate the validity of an economic theory and our remarks prove nothing; the most we can give is examples that suggest a certain probability in the results to which the mechanics of market adjustment and balance lead. Before we reject entirely the conclusions on wages of an economic pattern like that which we have described or caricatured, we ought to inquire as well about the realism of the hypotheses on which we have been working. Rather than proceeding with a systematic criticism which is beyond the scope of this report, we shall examine three of the principal hypotheses: wage differentials that persist despite the conclusions of the pattern, unemployment, and competition.

### Wage Differentials

Adam Smith, who seems to be becoming our favourite author, recognizes two categories of reasons for differences in wages between different occupations and regions: there are reasons arising from the basic nature of the jobs and there are reasons arising from poorly conceived economic policies. We shall see that the situation is precisely the same today. Let us put the second group aside for the moment and examine the first.

Of the five reasons for differentials that Smith sees as arising from the nature of the occupations, four present no problem. Wages are different when the occupations vary as to the physical conditions of the work, for example as to cleanliness, effect on health, muscular exertion required, etc. Wages differ too when the occupations demand a more or less advanced sense and degree of responsibility, and finally when the occupations do not offer the same guarantees

\* Marshall, A. Principles of Economics. p. 539.

† W. Baumol, Economic Dynamics.

‡ T. Scitovsky, "An International Comparison of the Trend of Professional Earnings," A.E.R. March 1966, pp. 25-43.



of stability or regularity. These three cases are obvious. A fourth reason is that of the probability of success. A job that involves the risk of failure is more highly paid, and the differential becomes greater in direct relation to the population's hostility to risk. Adam Smith's fifth reason consists, of course, in the level of qualifications required by the positions. Theoretically, a qualified worker is more productive than an unqualified worker and commands a higher wage. In a balanced situation this wage differential will be equal to the cost of education, apprenticeship or training which the worker has had to undergo to become qualified. This is why as early as 1836 Nassau Senior wrote that this extra wage was not, like the basic wage, remuneration for labour but remuneration for the capital invested in the worker. This extra wage should therefore be assimilated to profit. Contemporary economists are proposing this same idea today, but it is far from being new.

Actually, it is with this question of qualifications that work in this field has been concerned for the past ten years, and the initial economic pattern is in the process of being defined more accurately if not transformed in depth. In theoretical literature, it was long assumed that there was but one labour market and that the worker was homogeneous, as the expression goes, i.e., a perfect substitute for any other worker. The labour market then appears as one in which only unskilled or common labour exists.

As has been suggested by other authors, like Marshall, to quote but one, the labour market can be envisaged instead as a sort of fan formed by workers on different levels of qualification. Each level of qualification can represent a distinct factor of production and these factors are combined among themselves as they are with capital for the purpose of production. This statement of the problem has the enormous advantage of leaving intact the normal methods and conclusions of economic reasoning. But instead of the labour market, one will speak of the market for engineers, for which there will be specific curves of supply and demand, the market for doctors, the market for electricians, and so forth.

The liberty that employers have in combining the different factors of production among themselves is determined by the degree of substitution and reflected in the elasticity of the curves of demand for each one. To describe this form of substitution, sociologists use the expressions vertical mobility or occupational mobility. Let us suppose that for some reason or another doctors become

scarcer on the market. First of all, doctors' incomes will rise in relation to other incomes. We say that the income differentials are increasing. Then, to the extent that substitution is technically possible, the demand for doctors' services will be reduced in favour of hospital services, for example, of the services of nurses and even of chiropractors. This consumer reaction tends to reduce doctors' incomes to their original level or else, and this is the second last possibility, the differential will persist long enough to attract a greater number of candidates into the profession and at that point, much later, the excess income will disappear. Finally, the very last possibility is that, faced with the increase in costs, the sick will cease to seek treatment. This is what happens in underdeveloped countries where doctors are so few and so expensive that people die at age thirty.

The above reasoning applies to all categories of labour and this is how, when products and services are taken into account, wage differentials, not to say simply wages, control the division of workers between the different occupations and industries. Finally, to the degree that occupational mobility or substitution exists, workers and consumers react in such a way that the differences between wages, while they are absolutely indispensable to these adjustments, tend to dwindle. Clearly, the public interest demands that these mechanisms of the market work as efficiently and as powerfully as possible.

What is true of occupational mobility is just as true of geographical mobility. If we want progressive equalization of wages and incomes between different regions, workers must be allowed to move about in relation to available jobs and geographic wage differentials.

To what extent do these hypotheses of occupational and geographic mobility correspond to reality? Is there so little mobility that the mechanisms of the market must be rejected? Again, if we allow ourselves a reasonable perspective in time, the answer to these questions can only be favourable to the mechanisms of the market. It is true that occupational mobility is better measured in generations than in years; it is equally undeniable that geographic mobility involves other costs of an economic and social nature, but it is remarkable to observe that these mobilities differ from one society to another, which leads us to believe that we can influence them if we wish, especially occupational mobility, as the respective experiences of the United States and the countries of Europe prove.

As for geographic mobility, who would deny its considerable extent, in the face of the fantastic movements of population witnessed by history. Migrations between the countries of Europe first, followed by migrations from Europe to the United States. In Canada itself, movements of population have been extremely if not excessively numerous, and when it is considered that a million French Canadians have left Quebec in the last hundred years, who would possibly claim that geographic mobility is limited to such an extent as to inhibit the workings of the market's mechanisms? Quite the contrary!

### Cyclical and Structural Unemployment

According to the classic theory of employment, the total demand for labour was always sufficient to absorb the entire labour force available. The only problem was discovering the appropriate wage rate. If unemployment showed up in practice, it was because the wage rate had not been sufficiently reduced. Keynes refuted this interpretation; he explained that a general reduction in the wage rate reduced the effective demand at the same time except under certain conditions, with the result that the mechanisms of the market, if left to themselves, could lead to a balance of underemployment. Inversely, an increase in wage rates, instead of reducing employment, as was claimed before (with an unchanged curve of total demand), can lead to higher prices and inflation (with the curve of total demand moving toward the right). This is the reasoning that introduced into all the industrialized countries the policies of stabilization now in general practice. At this point of the explanation, our preliminary statement, to the effect that a policy of expansion if continued too long brings about higher prices, will no doubt be better understood.\*\*

The unemployment which is explained and eliminated in Keynes' outline is known as cyclical unemployment. Just as this type of unemployment did not exist

\*\* The relations which exist between wages, unemployment and prices have been measured in Canada by S. F. Kaliski, "The Relation between Unemployment and the Rate of Change of Money Wages in Canada," *International Economic Review*, Jan. 1964, p. 1-33. Following the equation

$$w = 3.12 - 4.14u^{-1} - .039u - .53p,$$

we can easily calculate that with an unemployment rate of 3%, wages increase by 4½%, that a reduction of 1% in the unemployment rate is associated with an increase of .04% in wages and that an increase of 1% in prices is associated with an increase of 0.53% in wages.

in the classical pattern, so structural unemployment disappears in Keynes' pattern. Therefore, to explain its existence in actual fact, we must return again to the traditional pattern. It is on the basis of traditional prescriptions that we must also try to eliminate it. Hence selective manpower policies to act as complements, as we have said, to total policies of stabilization.

However, identification of the various unemployed people about the public square is quite difficult. Is this man a victim of cyclical or of structural unemployment? Should he be told to adapt to automation or to wait for lower taxes? The problem of identification has received a great deal of study in recent years. It was believed that an examination of the unemployed themselves would suffice to identify them. Since the unemployed were to a large extent the young, the uneducated, the sick, the crippled or workers from remote areas, we were told to regard them as victims of structural unemployment on the grounds that if the unemployment were cyclical, these people should have been more representative of the total working population. This reasoning does not stand up. In reality there is every reason to believe that unemployment, whether cyclical or not, will always affect first the youngest, the least educated and the sickly.

To understand this, we must go back to the substitutions we have noted. Imagine a situation of vigorous expansion during a period of labour shortage. Naturally wages will rise. But another effect will appear as well: accelerated promotions, for example, vacant positions which it will take longer to fill, positions that will be filled by less competent applicants, a lowering in hiring standards, a systematic upgrading in a word, which will close the range of wages.<sup>††</sup> Thus the entire wage structure is subject to review. No better evidence of this process is available than what is going on now in Quebec. What we see is the direct result of something that began around 1961 with the school boards, i.e., in a field where on the one hand the shortage of qualified personnel was particularly acute and where on the other public opinion was too sympathetic toward education to be able to resist the pressures. From teachers and professional people on the school boards, the movement passed to the police forces and firefighters of the City of Montreal, then to nurses, hospital employees and

so on. Today, it has reached to the very lowest levels of occupation, with construction workers.

Let us imagine now that the strain on the labour market begins to let up. The wheel will turn in the opposite direction. Wage increases will continue at the higher level and reopen the ranges of incomes. This is what the engineers of Hydro and the teachers of the *S.P.E.Q.* are seeking this week. And since less skilled workers now cost relatively more than skilled personnel, employers are going to try to get rid of them at the first opportunity and if the demand continues to fall off, we shall witness a systematic downgrading, pushing the labour force back down according to the rules of seniority, with the end result that we will always find the same people unemployed, the young people who have no seniority and the less qualified workers who cost relatively more to employ.

The moral of this story is that we cannot use the characteristics or attributes of the unemployed to identify their unemployment as cyclical or structural.

### Competition

We shall limit our remarks on competition, which is the third hypothesis on which the functioning of the labour market is based, to three:

- (a) First of all, competition need not be pure and perfect for the market to produce satisfactory results. A reasonable or practicable competition is sufficient and, in our opinion, exists already in the labour market. This reasonable competition is compatible with unions and employers' associations and with other contemporary trends toward group organization.
- (b) In the second place, competition is a rule of the game. If it is not brisk enough it is the responsibility of the state to stimulate it. The absence of competition, then, is not a valid reason for rejecting the workings of the market.
- (c) Finally, to enlighten those who believe that competition is simply the blind rule of Fate to which free men cannot in all dignity submit, it is advisable to observe that even if freed from the principle of competition, we can in no way free ourselves from the obligation to husband our rare resources and to apportion them in the most efficient manner if our main aim is the highest standard of living. If we do not permit competition to achieve this efficient distribution, then the

state must do it in the same way. The invisible hand will become visible, but it will not necessarily weigh any the lighter on the citizen.

### Objectives of Manpower Policy

The essential portion of our analysis is now completed. We must still draw our conclusions as to the objectives of manpower policies. If we keep in mind the preceding discussions, there is no need for us to dwell at length on the role of occupational and geographic mobility in balancing the labour market. This indicates the importance that we attach to manpower policies whose general object is precisely to bring about a greater mobility. Nonetheless, it is appropriate to expand somewhat on our ideas. Therefore we shall state more explicitly that the objectives of manpower policies are as follows:

- (a) to eliminate legalized monopolies;
- (b) to allow wages and productivity to regulate the labour market;
- (c) to establish basic wages in the public field by reference to private enterprise and to adjust wage differentials according to the actual cost of investment in qualifications;
- (d) to educate and train the labour force so as to equalize chances for success in entering the market; and
- (e) finally, to supply all necessary technical information, including employment forecasts.

### (a) Eliminate Legalized Monopolies

At the beginning of this report, we put Adam Smith to one side for the moment. It is now time to return to him. Adam Smith said as a matter of fact that a part of the existing inequalities of income was due to the very interventions of the state. He mentioned two principal sources of injustice: the monopolies of professional associations and the Poor Laws, the notorious corn laws which bound the worker to the same community for life. The corn laws have long since disappeared in England, but not the professional associations. These associations appear and reappear continually; they may change superficially to suit the fashion of the times but the ends they pursue remain the same: to raise wages to undue levels by restricting their membership. They restrict the number of members by having exclusive privileges of exercising certain functions; by imposing entrance examinations (chosen and marked by the members), by recourse to the closed-shop formula, by imposing systems of apprenticeship (run by the

<sup>††</sup> W. W. Reder, "Wage Structure and Structural Unemployment," *Review of Economic Studies*, Oct. 1964, pp. 309-332.



members); by inconceivable restrictions on immigrants and on their documents of qualification, or even on workers from other areas or districts of the same country or of the same province. This is what we mean by legalized monopolies, or monopolies created and maintained by the state. One important aim of manpower policies should be the elimination of these artificial barriers between trades and professions.

#### **(b) The Regulating Forces: Productivity and Wages**

In the production market, supply and demand can be balanced either by variations in price or, if prices are fixed, by variations in production. In the labour market, adjustments in quantity are not possible within short periods. If the demand for steel goes down, we can produce a ton less of steel, but if the demand for labour goes down, the workers stay on the job. It is therefore essential that wage rates be different and flexible in different occupations, industries or areas if we want these adaptations made rapidly and efficiently. Thus in our opinion wage controls are harmful, whether in the form of minimum wages or legal extension of collective agreements. Just as wages are based on productivity in any economic system, be it American or Soviet, productivity must be allowed to regulate and control wages, otherwise, production becomes unsaleable and unemployment results. It follows that the very idea of equal wages is a demagogic notion without economic foundation. Wage equality in Quebec with the workers of Toronto, Vancouver, New York or Detroit would be total insurance against the economic expansion of the province and against the very workers it is meant to protect. The same thing applies to wage equality in the same city or area when it is extended beyond industry.

#### **(c) Wages in the Public Field**

Productivity in the public service is sometimes very difficult to measure. Because of the importance of this field, however, it stands to reason that we must rely on objective criteria (and negotiating power is not an objective criterion in the public field) in order to determine wages. To do this, we can establish wages in relation to those paid by private enterprise, occupation by occupation up and down the ladder. Another method is to fix a basic wage comparable to that offered by private enterprise, then to fix the levels of qualification according to the actual costs of investment in these qualifica-

tions. As a matter of fact, although over a short period wage differentials reflect more the particular shortages and surpluses of labour, in the long run they arrange themselves or tend to do so according to the different costs of qualifications. Such a wage scale would be normative in a way and would offer the advantage of encouraging an equalization of returns between material capital and human capital. Such a suggestion would have the effect, if I am not mistaken, of increasing wage differentials which are now far too small.

#### **(d) Education and Training**

Education is an essential condition of occupational mobility and productivity. It can never be stated too often that the No. 1 priority for Quebec's economic development is education, and education in all its forms and for everyone—children and adults, men and women. An adequate manpower policy helps define the needs which the educational system must satisfy. Education is not useful only in itself. From the point of view of this report, education is also a means of making the mechanisms of the market work well, a means that allows the diffusion and generalization of the fruits of economic progress to the whole population rather than reserving it for a privileged elite.

#### **(e) Information and Forecasts**

One last condition essential to the correct workings of the labour market is information. This task, which is easy to accomplish and which is obviously the responsibility of the state, if only for the sake of objectivity, seems to be the last to which the government services are willing to devote themselves. Even in the middle of the twentieth century, while we are counting General de Gaulle's daily sneezes, we still have no idea where, when or how many workers are needed. In the era of electric computers, we are still forced to declare our needs in the classified ads of our newspapers, as I imagine people have been doing since the invention of printing.

A manpower policy must begin with information, and if it takes ten years to set up an efficient information service, we would spend ten years doing nothing else. This would be the greatest service that Quebec could offer humanity.

Let me close by saying that an adequate information service does not deal primarily with facts that are ten years old, but with predictions for the next ten years. After all, it is the future that controls the decisions of the present, not the past.

### **Personnel Association plans 1966-67 seminars**

To help companies plan a management development program for 1967, the Personnel Association of Toronto has released a seminar planning chart announcing the complete 1966-67 program. The seminars begin October 5, 1966 and end May 26, 1967.

Here are some of the highlights:

- labour relations—October 19, 20 and 21 for senior labour relations people who are responsible for negotiating and administering union agreements;
- collective bargaining—February 15, 16 and 17, 1967 for personnel and line management people who wish to develop skill in negotiating and administering a collective bargaining agreement;
- management manpower planning—May 24, 25 and 26, 1967 for senior people, presenting an integrated approach to managerial team development; discussion will include co-ordinating manpower planning with company objectives, position structuring, assessment of present managers, identification, training and recruitment of present and future manpower needs.

Further information may be obtained by writing to the Personnel Association of Toronto, Inc., 170 Bloor Street West, Suite 204, Toronto 5, Ontario.

### **Wage increase for ILGWU workers**

About 3,000 unionized dress and sportswear workers have gained a 20-per cent wage increase under an agreement negotiated between the International Ladies' Garment Workers' Union and the Toronto Dress and Sportswear Manufacturers' Guild.

The agreement, which will run for three years, calls for an immediate increase of 10 per cent, and two additional increases of 5 per cent each on August 1, 1967 and August 1, 1968. Cutters will receive an hourly increase of approximately 60 cents.

One of the most important provisions in the agreement was the guarantee against loss of jobs or a reduction in earnings due to automation. The Guild agreed to discuss any changes with the union before introducing them.

Other contract provisions include:

- an additional paid statutory holiday up to seven days;
- improved severance pay if an employer goes out of business; and
- higher minimum wage scales for all crafts.

## 50th Anniversary Year Most Active Yet

The need for modern management techniques came into sharp focus at the Ontario Workmen's Compensation Board in 1965, the Board's 50th anniversary year and the most active year in its history. The number of new claims reached 1,500 daily.

In expectation of this increasing pressure of work, re-organization had already begun. Use of electronic data processing equipment was extended, departments were re-organized and the administrative structure streamlined. A new appeal system was instituted to ensure that decisions under the Workmen's Compensation Act would always be made with "Justice and Humanity," to quote Sir William Meredith, the father of workmen's compensation in Canada (L.G., Feb. 1965, p. 124).

In the past 50 years, Ontario has grown from a largely agricultural society to an industrial giant. The Workmen's Compensation Board has had to extend its services continually in order to meet the demands that go with industrial and economic growth.

In 1950, when only 164,000 claims were reported, the organization of the Board was redesigned to handle 300,000 claims a year. In 1964, this number was exceeded, and it has continued to grow.

The modern "team structure" of organization was adopted by the Board in order to delegate authority and pinpoint responsibility. In this way it became possible to have responsible decisions made at various levels of authority. A system of responsible management provided direction at each level of authority so that planned work objectives were met.

Late in 1964, the Premier of Ontario, Hon. John P. Robarts, Q.C., announced the appointment of B. J. Legge, Q.C., as Chairman of the Board.

### 1965 Activities

Last year, an increase of more than a billion dollars in the payroll on which assessments are based brought the total

assessment base to almost seven-and-a-half billion dollars. More firms were covered under the Act and more benefits awarded than ever before.

During 1965 there were 359,353 incidents reported as work injuries, and \$82,130,835 in benefits awarded for medical aid, compensation and pensions. This compares with 318,331 incidents and \$69,873,902 awarded in 1964. Preliminary figures for 1966 indicate that awards will top \$100,000,000.

The Ontario Workmen's Compensation Board's Hospital and Rehabilitation Centre, the largest and most comprehensive industrial rehabilitation centre on the continent, last year treated 4,323 injured workmen. The medical and professional treatment staff at the Centre was brought up to full strength in 1965 despite the acute shortage of such personnel in Canada.

Despite soaring costs throughout the Canadian economy, the Ontario Workmen's Compensation Board continued to reduce administrative costs in relation to awards for injured workmen and accident prevention expenditures. The Board's administration costs in 1965 amounted to only 6.5 cents of each dollar provided by the employers of Ontario (this is second to none in cost efficiency in compensation administration); 89.9 cents went toward awards for injured workmen, and 3.6 cents for accident prevention. Comparable costs for 1964 were 6.9 cents for administration, 89.6 cents for injured workmen, and 3.5 cents for accident prevention.

Of the patients discharged from the WCB Hospital, 63 per cent were available for immediate employment. Of these, better than one third returned to their former employment, and almost 40 per cent returned to a modified form of former employment. In the previous year, 41 per cent of those discharged went back to their former jobs immediately, and only 26 per cent went to modified former employment. Four per cent of the rest who were discharged in

1965 as available for employment went to new jobs.

A significant fact is the indication in these figures of increased willingness on the part of employers to accept injured workmen back at an earlier stage than in previous years with modified employment. This is important in the rehabilitation of injured workmen for both psychological and physical reasons.

### New Appeal Structure

"Fundamental to the Board is this concept: Every claim that has true merit must be granted. Every question or doubt in any adverse decision must be given the most thorough and critical examination possible, and reasonable doubts will be resolved in favour of the injured workman," said Mr. Legge in describing the operating philosophy of the Workmen's Compensation Board.

Changes were made in the appeal structure last year to ensure that the rights of the injured workman would be given every possible protection. Although the Board's system had always provided just decisions and reasonable opportunity for appeal, the increasing volume of claims made expanded facilities necessary to deal with appeals quickly while maintaining the imperative "Justice and Humanity."

"In 1915 the Board members personally dealt with all claims, but in 1965 no Board could deal with 360,000 claims personally," said Mr. Legge. "The Board has provided a fair, impartial, expert and sympathetic system to guarantee each workman his just rights under the Act."

Among the weaknesses that were becoming evident in the pressures on the system were these: The claimant was not always aware of his right to appeal an adverse decision to a higher level of authority, and he often was not aware of the evidence on which an adverse decision had been made. The new system is now fully set forth for all to know. The Board members are the final appeal, and they hear cases independently without





This railway line has no particular destination. Working at it is part of the vocational rehabilitation program of the WCB Hospital and Rehabilitation Centre.

any previous involvement in directing the outcome of the case.

The WCB established its new appeal structure in 1965 to ensure that every adverse decision among the mounting volume of claims receives the most careful consideration possible. In the first 10 months of the new system, more than twice as many appeals were given expert and detailed consideration as in 1964, when the old Review Board operated, and twice as many decisions were altered in the applicant's favor.

Everyone whose claim has been rejected must be made aware of his right to appeal. This is particularly important in the case of an injured workman who is not a member of a union, which would automatically provide advice and direction.

Everyone should be made aware of the facts behind the decision so that he can focus his efforts on the specific case he must make. The Board makes every effort to assist the workman.

On request by the person wishing to lodge an appeal, the Board will provide an adviser who will work independently to assist the workman in the preparation and submission of his appeal. In order to preserve impartiality, no person who has been a party to an adverse decision can sit on a review of that decision.

Each level of authority should make decisions independently and on all the evidence. The senior levels of appeal must avoid prior involvement of any kind in order to maintain a completely impartial outlook when the claim comes before them on appeal.

To accomplish these aims the Review Board was changed to the Review Committee, and an additional level of appeal, the Appeal Tribunal, was estab-

lished. The final arbiter is, as the Act requires, the Workmen's Compensation Board itself.

### **The Review Committee**

The first level of appeal, the seven-member Review Committee, consists of medical, claims and assessment specialists. They review all evidence on file, along with additional information that may be supplied by the applicant in correspondence. They make further inquiry if necessary to obtain all pertinent information, and make their decision after studying all these facts.

### **Appeal Tribunal**

The applicant is informed in writing of the Review Committee's decision and, if it is adverse, he is also advised of the reasons and of his right to appeal to the Appeal Tribunal.

The Appeal Tribunal has four members—a lawyer, a doctor, a senior claims officer as chief of the tribunal, and another as secretary and vice-chief. The Tribunal's only responsibility is to hold hearings in every appeal from the Review Committee's decision. Hearings are held in Toronto or at the various cities and towns throughout the province, depending on mutual convenience.

A summary of the evidence on which the previous decision was based is available to the applicant. He may conduct his own case, or he may be represented by a solicitor, a Member of the provincial Legislature or federal Parliament, a union representative, or a friend. He may tell his own story and call witnesses to assist him.

The procedure is entirely informal. The adversary system is not followed in

that cross-examination of witnesses by the parties is not permitted, although an interested party is entitled to submit evidence on any issue and the Tribunal may question witnesses as required.

All evidence is recorded by a shorthand reporter and is available for future use. The applicant is again advised in writing of the Tribunal's decision, and the reasons for it.

### **Appeals to the Board**

An adverse decision may be appealed to the Board, which holds hearings in much the same manner as the Tribunal. All Board hearings are in Toronto. The decisions of the Board are final, as provided by the Act, and are rendered "upon the real merits and justice of the case."

In 1965, only 15,289 claims out of the total of 360,000 were rejected by the Claims Department. Of these, 2,350 were appealed to the Review Committee, and the original decision was altered in 474 cases.

Of the remainder, the Appeal Tribunal heard 215 appeals and altered the decision in 113 cases. In some of these, the alteration was an extension of the entitlement previously granted by the Review Committee.

Sixty-three of the Tribunal hearings were held outside Toronto. At 65 hearings the applicant was represented by legal counsel, at 73 by union representatives, and at 28 by Members of the provincial Legislature or federal Parliament. In 21 cases some other responsible person assisted, and in 28 the applicant conducted his own appeal.

### **Safety Education**

Another feature of the reorganization was a new Department of Safety Education, set up on the recommendation of the Labour Safety Council and with terms of reference established by Hon. H. L. Rowntree, Q.C., Minister of Labour. Appointed as Director of Safety Education was J. W. P. Draper, P. Eng.

The new department will co-ordinate and develop the educational activities of the province's seven safety associations formed by the Board under Section 117 of the Act. The Director will maintain liaison with the Executive Director of the Labour Safety Council and the Director of Safety and Technical Services of the Department of Labour.

It was in 1911 that Sir William Meredith, then Chief Justice for Ontario, produced an interim report on "Laws Relating to the Liability of Employers." In it he said: "For reasons both humanitarian and economic, the prevention of

*Continued on page 575*



# Changes in 1966 in Provincial Workmen's Compensation Laws

In 1966, changes involving increased benefits were made in the workmen's compensation laws of Manitoba, Nova Scotia and Prince Edward Island. The Newfoundland Act was also amended to make minor administrative changes.

## Disability Benefits

In Nova Scotia, the ceiling on annual earnings for compensation and assessment purposes was raised from \$4,200 to \$5,000. The amendment was effective for claims purposes from May 1, 1966 and for assessment purposes from January 1, 1966. The limits placed on annual earnings under the provincial Acts are now \$5,000 in five provinces, \$5,600 in one, \$6,000 in three others, and \$6,600 in one.

Minimum payments of compensation for temporary total disability and permanent total disability were increased, the former from \$20 to \$30 a week, or average earnings, if less, and the latter from \$110 to \$125 a month. The increase in the minimum award for permanent total disability was made applicable from July 1, 1966 to both existing and new pensions.

The Nova Scotia Legislature also set higher minimum average earnings for purposes of calculating permanent partial disability awards. The Act was amended to state that average earnings for purposes of computing the compensation payable for permanent partial disability—where disability has been determined by the Workmen's Compensation Board to be 15 per cent or more of the workman's earning capacity—are to be deemed to be not less than \$160 a month. Under the previous provision, in cases where disability was 25 per cent or more, average earnings for purposes of calculating permanent partial disability awards were to be deemed to be not less than \$18.75 a week. This amendment was also made applicable from July 1, 1966 to existing as well as future pensions.

As a result of an amendment in Manitoba, benefits payable to a workman suffering from a recurrence of a disability caused by an earlier compensable accident are to be based on his current earnings if they are higher than his average earnings at the time of the original injury.

The new provision states that, if the workman is not receiving a permanent disability pension for the original injury, disability benefits for its recurrence are to be based on his average earnings at the time of recurrence.

If the workman is receiving a permanent disability pension, the additional benefits payable are to be based on the percentage of disability not covered by the pension, and are to be calculated on the basis of his average earnings at the time of recurrence, and according to the current scale of benefits.

The amendment provides further that, if at the time of the recurrence the workman is in the employment of an employer in a class different from the class to which his employer at the time of the original injury belonged, the Board is to allocate the costs of the recurrent disability in a manner it considers equitable in the circumstances.

## Death Benefits

The monthly pension to a widow or invalid widower was increased from \$65 to \$75 in Prince Edward Island, and from \$75 to \$100 in Manitoba. In Manitoba, the same increase was authorized in the allowance payable to a wholly dependent mother of a deceased workman.

In line with the increase in the widow's pension, appropriate changes were made in the clause providing that total compensation to dependants in fatal cases may not exceed 75 per cent of the workman's average monthly earnings, subject to the payment of certain minimum amounts to consort and children. The minimum amounts now payable are \$100 to a widow or invalid widower, \$135 to a widow or invalid widower and one child, and \$170 to a widow or invalid widower and two or more children.

A definition of "child" was inserted in the Manitoba Act, thereby making it possible to pay benefits to illegitimate children and children dependent on a workman, even though they are not his formal wards. "Child" is defined, as in the Alberta Act, to include a child of a child, and the child of a husband or wife by a former marriage, and an illegitimate child, as well as any other

child to whom the workman stood *in loco parentis*.

The increased benefits to dependants in Manitoba were made applicable to all such persons in receipt of compensation on April 27, 1966 irrespective of the date of the accident.

## Medical Aid

The "helplessness allowance" provided for in Nova Scotia in 1961, and payable at the discretion of the Board if a workman requires attendance because of permanent total disability, was increased from not more than \$20 to not more than \$40 a month.

## Accidents Outside the Province

The Manitoba Act was amended to provide for payment of compensation for accidents occurring outside the province to workmen resident in Manitoba, and employed in connection with the operation of a vehicle engaged in inter-provincial trucking or bus transportation. The Act stipulates that compensation may be paid in such circumstances, if the workman elects to claim under the Manitoba Act.

The Manitoba Board was authorized to enter into an agreement with the Workmen's Compensation Board of any other province or territory of Canada to avoid duplication of assessments on employers, and to provide for the payment of compensation to workmen for injury sustained while engaged in extra-provincial employment covered by the Act (employment in connection with the operation of a ship, railway, aircraft, truck or bus, and employment of members of a fire brigade or other municipal employees whose services must be performed both inside and outside the province).

## Other Provisions

In Manitoba, the provision enabling the Board to divert compensation payable to a workman who is not supporting his wife and children to the wife or children was amended to give the Board further authority to divert the compensation in whole or in part to the municipality that is partially or wholly supporting the wife or family of the workman.

An amendment to the Newfoundland Act provided for the compulsory retirement of Board members at the age of 65

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# Employment Fatalities in Canada

The Department of Labour has received reports on 228 employment fatalities that occurred in Canada during the second quarter of 1966. During the previous quarter, 255 fatalities were recorded. This is 40 more than the previously published total of 215 (L.G., Aug., p. 446). In the second quarter of last year, 287 fatalities were recorded—67 more than the preliminary figure of 220 (L.G., Oct., 1965, p. 915).

Employment fatalities that occurred during the quarter under review were distributed in age groups as shown in Table 1 (figures for women in parentheses).

Analysis of this table shows that men who comprised 69.9 per cent and women 30.1 per cent of the total workers employed were responsible for 98.7 and 1.3 per cent of the total number of fatalities.

The 45-64 age group, which comprised 21.9 per cent for men and 8.2 per

cent for women of the total workers employed, was responsible for 28.5 and 1.3 per cent of the total number of fatalities.

Men in the age groups 14-19, 20-24, 25-44, and over 65, who comprised 5.2, 8.3, 32.0 and 2.5 per cent of the total workers employed, were responsible for 8.3, 10.1, 47.8 and 4.0 per cent of the total number of fatalities. Women comprised 4.2, 5.5, 11.5 and 0.7 per cent of the total workers employed in these age groups, but no fatalities for women were recorded.

Employment fatalities that occurred in the second quarter of 1966 were distributed in the main occupational groupings as shown in Table 2 (figures for women in parentheses).

A rough analytical summary of the main occupational groupings shows that men in the manual occupation and the white collar and service occupations, who comprised 31.8 and 28.8 per cent

of the total workers employed, were responsible for 62.7 and 11.9 per cent of the total number of fatalities, while women in the same occupations comprised 4.2 and 24.8 per cent of the total workers employed, and were responsible for 0.4 and 0.9 per cent respectively of the total number of fatalities.

In the primary industry occupations, comprising 10.4 per cent of the total workers employed, of which 9.3 were men and 1.1 were women, men were responsible for 24.1 per cent of the total number of fatalities, and there were no fatalities recorded for women.

Three industry divisions accounted for 61.4 per cent of the total number of fatalities.\* These were: construction, 23.2 per cent; transportation, 21.1 per cent; and manufacturing, 17.1 per cent. The remaining 38.6 per cent were distributed in other industry divisions in

\* See Table H-1, p. 628.

Table 1

Age Group	Fatalities	Per Cent of Grand Total	Workers Employed (000)	Per Cent of Grand Total
14-19.....	19 (-)	8.3 (-)	375 (301)	5.2 (4.2)
20-24.....	23 (-)	10.1 (-)	594 (390)	8.3 (5.5)
25-44.....	109 (-)	47.8 (-)	2,281 (821)	32.0 (11.5)
45-64.....	65 (3)	28.5 (1.3)	1,560 (589)	21.9 (8.2)
65+.....	9 (-)	4.0 (-)	178 (47)	2.5 (0.7)
TOTAL.....	225 (3)	98.7 (1.3)	4,988 (2,148)	69.9 (30.1)
GRAND TOTAL...	228	100.0	7,136	100.0

Table 2

Main Occupational Grouping	Fatalities	Per Cent of Grand Total	Workers Employed (000)	Per Cent of Grand Total
Primary Industries.....	55 (-)	24.1 (-)	664 (78)	9.3 (1.1)
Manual.....	143 (1)	62.7 (0.4)	2,267 (302)	31.8 (4.2)
White Collar and Service.....	27 (2)	11.9 (0.9)	2,057 (1,768)	28.8 (24.8)
TOTAL.....	225 (3)	98.7 (1.3)	4,988 (2,148)	69.9 (30.1)
GRAND TOTAL.....	228	100.0	7,136	100.0

The employment fatalities covered in this review involved persons gainfully employed, and occurred during the course of, or arose out of their employment, including deaths resulting from industrial diseases.

Statistics on employment fatalities are compiled by the Economics and Research Branch from reports received from the provincial Workmen's Compensation Boards and certain other official sources. Newspaper reports are used to supplement these. For industries not covered by workmen's compensation legislation, newspaper reports are the Department's only source of information. It is possible, therefore, that coverage in such industries as agriculture, fishing and

trapping, and certain of the service groups, is not as complete as it is in industries covered by workmen's compensation legislation. Similarly, a small number of traffic accidents that are in fact industrial may be omitted from the Department's records because of lack of information in press reports.

The number of fatalities that occur during the period under review is usually greater than indicated in the article and tables. However, fatalities that were not reported in time for inclusion are recorded in supplementary lists, and statistics are revised accordingly in the next annual review.

this order: mining, 10.5; forestry, 10.1; public administration, 3.1; agriculture, 5.3; service, 5.7; trade, 2.6; and fishing, 1.3 per cent.

An examination of cross-classifications of industry divisions to pinpoint the main concentrations of fatalities by occupations shows that 75.8 per cent of the total fatalities that occurred to craftsmen, production process and related workers were in construction—43.9 per cent, and in manufacturing—31.9 per cent. Similarly, 78.9 per cent of the total fatalities that occurred among transportation and communication workers were in transportation, communication and other utilities.

Two accident-type categories accounted for 51.4 per cent of the total number of fatalities.† These were: falls and slips, 26.0 per cent; and struck by different objects, 25.4 per cent. The remaining 48.6 per cent were distributed in other accident type categories in the following order: collisions, derailments, wrecks, etc., 18.0 per cent; caught in, on or between, 12.3 per cent; electric current, 6.1 per cent; inhalations, absorptions, and industrial diseases, 4.0 per cent; conflagrations, temperature extremes and explosions, 3.0 per cent; over-exertions, 2.6 per cent; miscellaneous accidents, 2.2 per cent; and striking against or stepping on objects, 0.4 per cent.

An analysis of cross-classifications of the main accident type categories by industry shows that 67.7 per cent of the fatalities that were in the category falls and slips (from buildings, ladders, scaffolds, etc., to different levels, such as excavations, harbours and sea) occurred in construction—30.5 per cent, transportation—20.3 per cent, and manufacturing—16.9 per cent. Similarly, 51.7 per cent of the fatalities in the category of being struck (by such objects as falling trees or limbs, landslides or cave-ins, automobiles or trucks, trains or other railway vehicles, objects being hoisted or conveyed, and objects falling in mines or quarries) occurred in construction—27.6 per cent; and in forestry—24.1 per cent.

Finally, 39.0 per cent of the fatalities in the category collisions, derailments, wrecks, etc. (that involved automobiles, trucks, aircraft, railway trains, watercraft, tractors, and loadmobiles) occurred in the transportation industry.

The same analysis shows that 61.2 per cent of fatalities in construction were falls or slips or being struck by different objects: 60.9 per cent of fatalities in

forestry were the result of being struck by different objects; and 58.3 per cent of fatalities in transportation were collisions, derailments, wrecks, etc., or falls and slips.

During the quarter under review, there were two multi-fatality accidents that brought death to seven workmen. In one, four employees of a logging company died when a light amphibious aircraft crashed near Port Barry, B.C. In the other accident, three construction workers were killed after a gravel-and-earth wall collapsed on them in an excavation site in Montreal.

## Changes in 1966

*Continued from page 573*

instead of 70, except where the Lieutenant-Governor in Council directs otherwise. Provision was also made for the designation of the vice-chairman of the Board by the Lieutenant-Governor in Council. Previously, the Act stated that the vice-chairman was to be elected by the commissioners from their number. These amendments are to go into force on proclamation.

## Mines Minister addresses engineers

A conflict between the point of view of salaried engineers, who are "generally in favour of unions, collective agreements, and some are even in favour of strike action," and the consulting engineers who "wish to tighten internal discipline and protect the professional 'image' of the corporation," was referred to by Hon. Jean-Luc Pepin, Minister of Mines and Technical Surveys, in an address to a recent meeting of *La Corporation des Ingénieurs de Québec*.

The Minister urged the corporation to be ready to accept change. He said that associations, like governments, "suffer setbacks from the changes that affect society—economic, social, political and intellectual changes." There were people who were "categorically opposed to change, when, on the contrary, even if the change goes against the established order of things, they should accept it and take advantage of it.

"From the psychological point of view," he said, "the population is divided into two categories: those who wish for, or accept change, and those who do not. Please be in the first group."

## Compensation Board

*Continued from page 572*

accidents should be a prime consideration in any scheme of workmen's compensation, and no system will be satisfactory which will not tend to produce the maximum of effort and result in conserving the life, health and industrial efficiency of the workman."

This consideration is even more vital today, when so many more men are exposed to such a vast complexity of industrial hazards. Safety has always been of major importance to the Workmen's Compensation Board, and the new department is another step in the program to protect the workman. Three and one-half million dollars annually is expended on behalf of the safety associations.

The Safety Education Department has six main functions. One is to develop a central statistical service relating to accident trends and frequencies for all agencies in the industrial safety field. Another is to review and co-ordinate the programs of the safety associations to eliminate duplication and expand coverage. Still another is the allocation of funds and supervision of safety program budgets.

Development of new programs is a responsibility of the department, particularly in areas outside the individual concern of any one association. Proposals for research programs for this have been submitted by the associations. The co-ordination and interchange of ideas, promotional material and even technical personnel between the associations is being promoted with a view to increasing effectiveness and reducing costs.

It is the Board's intention to undertake all those tasks that do not have a direct bearing on the primary function of the associations in safety education and accident prevention.

## A First for Ontario

Ontario is the first province in Canada to provide compulsory coverage within the farming industry. By amendment to the Act, the restriction against farm coverage was removed on July 1, 1965, and from January 1 of this year Ontario's farm workers received the same protection and benefits provided to all other workers in the province. Workmen of possibly 50,000 farming establishments are affected.

Personal coverage is provided to farm employers on their request, just as employers, partners or executive officers of a limited company may be covered by application.

† See Table H-2, p. 628.



# International Association of Personnel in Employment Security—53rd Convention

Self-examination in the light of current social and economic problems was the underlying theme of the 53rd Annual Conference of the International Association of Personnel in Employment Security. About 1,800 delegates and guests attended the four-day convention on "the manpower revolution and the role of the employment service within the revolution" held in Pittsburgh, Penn., July 5-8.

James M. Carter of Montgomery, Alabama, Chief Administrative Analyst for the Alabama Department of Industrial Relations, became the 53rd president of IAPES. The new executive board for 1966-67, in a short organizational meeting after the annual convention adjourned, accepted an invitation from the Quebec chapter to hold its fall meeting in Montreal during the week of September 5.

The keynote speaker at the convention was John F. Henning, Under Secretary, U.S. Department of Labor, who said that "unemployment is our most visible evidence of failure to bring our manpower resources into the mainstream of American Life, and it affects certain groups with particular harshness." Groups most discriminated against were women and the young, the unskilled and uneducated, negroes and ethnic groups, the physically and mentally handicapped, ex-prisoners, and the rural population.

President Sumner Forward presented charters to India, the Republic of Israel and the Republic of Venezuela for their recently formed chapters at the international breakfast on July 6.

## **Dr. William R. Dymond**

Dr. William R. Dymond, Assistant Deputy Minister, Department of Citizenship and Immigration, pointed out that America and Canada share not only an "open" border but many similar manpower problems. He said that Canada is progressively overcoming organizational problems created by the re-alignment of

federal departments and agencies into a single department to deal with manpower. Drawing the services together, he said, "will eliminate the tiresome and frustrating situation of the past in which the public was obliged to go from department to department, from branch to branch in search of the full answer to almost any manpower problem."

He explained that the new department is comprised of six divisions and services at the top level. Two are operational, and the remaining four function as support services. Operational services are the Immigration Division and the Manpower Division. Support services are Program Development, Financial and Management Service, the Personnel Service and the Information Service.

After outlining the responsibilities of each, Dr. Dymond told the delegates that elements of the three support services will be located at each regional office. It is in the employment office setting in which counselling is the primary element of the operation, he said. "This is where we can improve the speed of response of workers to technological and economic change. It is here that we can make people aware of the opportunities and of the training and other programs that are available to help them take better advantage of those opportunities."

"If we can't do this job well, then our manpower programs will largely amount to nothing more than good intentions. The effectiveness of the employment office is the key link that must be greatly strengthened in the chain of manpower policy and programs."

Dr. Dymond went on to explain that the employment office role was a two-way relationship. "It cannot give good advice to the worker unless it knows what employers want. And employers will tell it what they want only if they know from experience that the employment office is skillful in meeting their needs."

Centrally located public information offices ready to supply details on any government service, and increased use of computers to supply up-to-date job information to state employment service offices, were described at the annual banquet by Stanley H. Ruttenberg, Manpower Administrator, U.S. Department of Labor. Mr. Ruttenberg told the delegates that the first Federal Information Centers would open July 11, and that it was the first of a series of one-stop public services located in metropolitan areas supplying information on jobs and medicare, welfare and pensions, education and justice with a minimum of red tape and a maximum of convenience.

The chief of U.S. Job Training and Development Efforts said that the states of Michigan and Massachusetts have been conducting field studies on the use of electronic data processing equipment that would quickly gather and share accurate information on immediate job markets with every state employment service. He said that feeding computers with federal state-local employment data might make it possible for inter-area recruiting and placement to be as uncomplicated as locating and confirming airlines' reservations.

The centers were welcomed by the Labor Department as another method of letting the underemployed and disadvantaged know about available job training programs, Mr. Ruttenberg said. The centers will work with the state employment services to reach into the ghettos of many cities and serve with the Youth Opportunity Centers and local Community Action Agencies in the War on Poverty.

He praised state employment personnel for reaching the disadvantaged with new training programs, and urged them to "recognize the single source you represent to mix and match a whole variety of exciting programs to fit the needs of almost every individual who is undertrained, undereducated and underemployed."

# Women and Scholarships

For a variety of reasons, the awarding of fellowships and scholarships to women under UN and ILO programs is here described as "an unsatisfactory situation"



Mrs. Elizabeth Johnstone

In principle, there is no discrimination against women in the awarding of fellowships and scholarships under United Nations and International Labour Organization programs of assistance to developing countries, but in practice "very, very few of the fellowships come the way of the women," Mrs. Elizabeth Johnstone of the ILO Secretariat in Geneva said at a meeting held in Ottawa on August 8 under the auspices of the Women's Bureau of the Department of Labour. Miss Marion Royce, Director of the Women's Bureau, was chairman.

Mrs. Johnstone, who is Program Co-ordinator, Women, Young Workers Programs, of the ILO, said that there were a number of reasons for what she regarded as "an unsatisfactory situation." The main one was "the obvious fact that governments do not accord in their overall development plans high priority to technical co-operation projects specifically directed to the advancement and training of women."

Other reasons given by the speaker were:

- a lack of qualified women candidates in fields to which governments of the developing countries were giving high priority;
- the general estimation of women in the countries concerned and the pattern of their employment;
- the tendency of women to be less mobile than men on account of family responsibilities; the consideration that, because women are less likely than men to be permanent members of the labour force, governments are reluctant to invest money in their training.

Finally, Mrs. Johnstone said, there was an element of sheer discrimination against women in a good many countries, and this was a situation that badly needed changing.

## Selection on Merit

H. G. Christie, Chief of the Training Assistance Division of the External Aid Office, expressed the opinion that, to set aside for women, just because they were women, a certain number or percentage of the awards, would be "a very regressive step." Women should be placed on programs on the strength of their qualifications only.

Mr. Christie said that one problem with external aid students coming to Canada to study was that it was sometimes difficult to get them to return to their own countries after they had finished their training. If they do not go home to serve their countries, "the whole structure of aid collapses." He added that "Canadians are less willing to push a woman home than they are a man."

Miss Royce pointed out that candidates sent for training from the developing countries were all chosen by their governments; and Mr. Christie, confirming this, said, "They have to ask for it, and everything is government to government."

Except for the Labour College, the program regarding scholarships in the labour movement in Canada was "a pretty sketchy one," said A. L. Hepworth, Assistant Director of Legislation of the Canadian Labour Congress. He agreed with Mr. Christie in his opposition to programs especially for women. "I wouldn't want to see them segregated. I think we would be much better off to try to break down what is undoubtedly reluctance, let alone antagonism, toward bringing women along." He thought that some women were reluctant to come forward when selections were being made, and that they often got little encouragement to do so.

## Canada Council Awards

J. Pelletier, Chief, Awards Section, Canada Council, said that applicants for awards from the Council numbered 1,569 in 1965-66, and of these, 325 were women. In 1966-67, applicants totalled 1,906, of which 427 were women. Women thus made up about a fifth of the applicants in each year. "In the awards granted to these applicants about one fifth went to women—very close proportion in terms of applications." The actual numbers of women granted awards were 130 in 1965-66 and 197 in 1966-67. The largest percentage of successful women applicants were in the doctoral fellowship and arts scholarship groups. Female applicants studying for doctoral fellowships were mainly in the humanities and the fine arts.

Not much money was being given out for fellowships or grants in such areas as education or nursing, which were typical female occupations, Dr. Grace Maynard, Liaison Officer Voluntary Agencies, External Aid Office, pointed out. Most of it was being given in pure science. The fewer women there were in an occupation, the more money was going to it.

Mrs. Dorothy R. Patterson, Director of Awards, Association of Universities and Colleges of Canada, said that in Canada a graduate program financed by leading oil companies, which her association administered, was open in any field to any Canadian to go to any Canadian university. She did not agree that women were discriminated against, but she did think that women did not sufficiently take advantage of the opportunities that were open to them. In her experience during the past five years, Mrs. Patterson said, she had never heard of any suggestion from any company,



industry or private donor that any of their fellowships should be restricted to women.

### Nursing Training

Dr. Helen Mussallem, Executive Director, Canadian Nurses Association, said that there was little justification for giving students from the Caribbean basic nursing training in Canada so that they could go back to their own countries to nurse; but, she said, "We have a great contribution to make at this moment in preparing their nurses to become teachers (of nursing) to go back to the Caribbean."

N. N. Papove, Consultant on Welfare Training, Department of National Health and Welfare, referring to his department's program of fellowships and scholarships for residents of Canada, said that there was no discrimination on the ground of sex. Ability was the main criterion. He said that they had been fairly successful in getting students to come back to Canada, which they were committed to do.

During the latter part of the meeting, discussion centred on the various administrative arrangements for dealing with the special problems of women workers.

Mrs. Johnstone said it was desirable that there should be some kind of focal point where women's problems could be studied, in order to provide the means for public education in such matters. There were different arrangements for this purpose in different countries, and various arrangements might serve equally well. Where there was nothing of the kind, however, it was doubtful whether sufficient attention was being given to the matter. Some said that things would look after themselves without special arrangements. "Fair enough, if they do," Mrs. Johnstone commented.

### Night Work

J. P. Després, Assistant Deputy Minister of Labour, raised the question of the ILO convention forbidding the employment of women at night on the third shift. He suggested that opinion on this point might be changing in various countries.

Mrs. Johnstone said that there was no chance of revision of the night work convention at present. But she indicated that there was an increasing tendency to question distinctions between men and women in this matter.

The following paragraphs from the report of a recent meeting of the ILO consultants on women workers' problems may give some insight into the question

of fellowship programs as they affect women.

"As for fellowships, the consultants expressed the hope that the Director-General would consider creating a special fellowship program which would make it possible each year for a certain number of women from the developing countries to obtain advanced training and experience abroad. They also endorsed the suggestion that the ILO should encourage governments to include suitable women amongst candidates submitted to the ILO for selection under its regular fellowship program and to give attention to the preparation of a larger number of women for such candidacies.

"Apart from training women leaders through fellowships, the consultants urged that the ILO give greater assistance in the specific training of women leaders and technicians, and in helping

to develop techniques for their training, with the aim of training them to be able to help others. While fellowships for training abroad were useful if carefully planned, it was perhaps even more important to develop leadership in the country itself and to help women in their own environment, confronted with their own needs for community development, to acquire the skills of communication and techniques needed to reach women more effectively, especially in the rural areas, and to enable them to participate more actively in community leadership. It was also suggested that international organisations would render useful service if they could help developing countries to find incentives to stimulate a larger number of the more educated and trained women to render more service to the mass of illiterate and unskilled women of these countries and to help develop leadership among them."

### New scheme in British industry

A new three-year agreement between Britain's Electrical Trade Union and the National Federated Electrical Association came into effect in September.

The agreement, which affects 55,000 workers in the electrical contracting industry, will grant average increases of about 33½ per cent for all workers during the three-year period.

The British electrical contracting industry has about 6,000 chargehands, 25,000 journeymen, and 6,000 adult mates, plus apprentices. These categories will be replaced by three new ones—technician, approved electrician and electrician. Under the new scheme the ap-

prentice will join one of the new grades according to the class of his City and Guilds qualification. It is expected that one of the biggest gains in the fight against Britain's acute labour shortage will be in the elimination of the grade of adult mate and the release of skill this is expected to produce.

At present chargehands received 9s an hour (about \$1.26), journeymen electricians 7s 6d (about \$1.05) and adult mates 6s 2d (about .87). From September 2, 1968, technicians will be paid about \$1.68 an hour, approved electricians about \$1.40 and electricians about \$1.26.

### Saskatchewan's working women

Women's participation in the labour force is the subject choice of the first publication issued by the newly-organized Women's Bureau, Saskatchewan Department of Labour.

Based on the 1961 Census of Canada, the report states that 77,110 working women made up 23.7 per cent of the province's total labour force, and their average age is 36.

Clerical and sales account for 30 per cent; service occupations for 24 per cent; professional and managerial for 21 per cent; farming and primary industries for 16 per cent; manufacturing, transportation and communication and other occupations for 3 per cent each.

A large percentage (57 per cent) of the working women were married, and

in husband-wife families, 29.3 per cent had children under 16 years of age. The report revealed that Saskatchewan's working mothers had 48,959 children.

### Women head ministries

Two women have recently been appointed to head ministries in their respective countries.

In Australia, Senator the Hon. Dame Annabelle Rankin became the first woman in charge of administration of a federal département Named Minister for Housing early this year, Dame Rankin has been an elected member of the Senate since 1947.

A somewhat similar portfolio went to Mrs. Isabel Teshea, the first woman member to be elected to the House of Representatives of Trinidad and Tobago.

# Tapping British Womanpower

## Scientific education

is the best work to return to on a part-time basis

If scientific ability is distributed evenly between the sexes, there must be at least 200,000 potential women scientists in Great Britain, reasons Jean Phillips, Assistant Editor of *Science Journal*, a British publication.

In a recent article, "Women in Science," published in the May issue of *Science Journal*, Miss Phillips probes the questions, "Can women be persuaded to make full use of their scientific talents? And can they work successfully in jobs where the manpower shortage is most acute—in technology and management?"

In exploring this theme, Miss Phillips came to the conclusion that the main reason for the small number of women scientists in Great Britain is the shortage of science teachers in girls' schools. Another reason is that parents are still not convinced of the importance of higher education for girls.

"Shortage of teachers and lack of encouragement," says Miss Phillips, "together with the inadequate outdated laboratories often found in girls' schools means that many girls acquire only a shaky basic knowledge of science which discourages them from continuing with scientific subjects, or if they persevere, hampers them at higher levels."

Miss Phillips frankly admits that those who carry their scientific studies on to university level often marry and work for only a few years before starting to raise a family, but "given sufficient encouragement and material assistance, such as child care facilities and retraining courses, a considerable number could return to work when their children are a few years old."

The science editor said that there is a growing trend among married women graduates to pick up their career after a hiatus of about 10 years, and continue with it for another 25 years. "These 'returners' alone could account for more than 10,000 of the estimated 1965 shortage of about 28,000 scientists and technologists if it were possible for every one of them to take a full-time job."

The danger, she points out, is that science and technology change rapidly

within a decade, and opportunities in Great Britain for retraining are severely limited. Many seek a solution to this dilemma in part-time work, but such jobs are not only difficult to find, but rarely provide the satisfaction and mental stimulation which these women need.

Miss Phillips believes that the field of scientific education is the best work to return to on a part-time basis "because it is possible to make full use of earlier teaching experience, and the shortage of science teachers means that part-time posts are more plentiful and flexible than elsewhere." She quotes a study which suggests that women with family responsibilities can make their most valuable contribution to science by teaching the basic, elementary courses in laboratory science and mathematics in "fringe benefit jobs"—jobs which are on the fringe of the profession, but which are nevertheless of great benefit to the institution employing these women. Apart from their intellectual contribution, the women would be particularly useful in counselling students and encouraging them with their work.

The problem is that, even in education, most part-time work suffers from poor or non-existent promotion prospects and from financial disincentives, such as having to pay full National Insurance rates and not being given a tax allowance for domestic help. And part-time salaries are low. All of these factors tend to dissuade many married women scientists from taking part-time jobs.

She revealed the findings of a report on women, made by the London School of Economics, which came to the conclusion that industry was refusing to use available and necessary resources simply because of prejudice. One male researcher admitted that prejudice against women "runs through our findings like a scarlet thread."

Traditional prejudice against employing women scientists stems from the probability that if a firm takes on a qualified woman, it will lose her within five years, when her costly training is just beginning to make her really useful.

Miss Phillips says that this argument is no longer valid in the light of "the demand for more scientists and the increasing mobility of employees, which means that a man is as likely to leave for another job to advance his career as is a woman to have a baby."

According to the 1961 United Kingdom census, 66 per cent of the 30,000 women scientists at work were employed in education. The same census showed that only 1 per cent of all women scientists and technologists were in management. "The belief that women cannot be put in charge of men means that they are virtually excluded from line management which is the normal route to senior management for a man."

Miss Phillips concedes that not all prejudice is on the part of employers. "Women tend to accept the idea that they should work only in conventional women's jobs, and that men should always be in the more influential position," she said. "This means that many women will not press for better pay and conditions, and that they are unwilling, even if free to live anywhere, to leave home and friends for a better job."

She quotes Dame Mary Smieton, who attributes the acceptance of women in many fields of science and technology in the Soviet Union to the "simultaneous existence of a need for women to help in the industrialization of the country and the adoption of a deliberate social policy of equality of opportunity for women in all branches of life."

Miss Phillips states that a similar situation exists to some extent in other economically developing countries, such as those in South America. Even in Finland, she says, 11.2 per cent of engineers are women, in Norway 9.8 per cent, and in Sweden 9.4 per cent. In the Middle East, where the status of women tends to be regarded as low, 9.5 per cent of engineering students are women.

In conclusion, Miss Phillips quotes and concurs in a recent statement by Lord Snow that "most other countries employ women more sensibly than we do."



# Employment and Unemployment in July

Employment increased between June and July by an estimated 240,000 to 7,543,000, an above-average increase for this time of year. The labour force at 7,787,000 was 254,000 higher than in June. Unemployment rose by 14,000 to 244,000 during the month, although normally a slight decrease is registered during this period.

The situation in July was affected by an influx of 284,000 teenagers into the labour force after the closing of schools. Employment of 14- to 19-year-olds rose by 280,000 to a record high of 1,009,000. As usual at this time of year, a substantial number of married women withdrew from the labour force.

In July, employment was higher than a year earlier by 292,000 or 4.0 per cent, and unemployment was unchanged from a year ago. Unemployment represented 3.1 per cent of the labour force, compared with 3.3 per cent in July

1965 and 3.7 per cent in July 1964. Seasonally adjusted, the July 1966 rate was 4.1 per cent.

## Employment

About one-third of the increase in employment between June and July was in agriculture. The rise of 160,000 in non-agricultural employment was mainly from increased activity in manufacturing, construction, trade and transportation. In all other industries, employment was practically unchanged during the month. Non-farm employment was up 343,000 or 5.2 per cent from July 1965. The largest gains were in manufacturing, construction and community, business and personal service. Farm employment, at 655,000, was 51,000 lower than a year earlier.

All regions contributed to the year-to-year increase in employment. The largest relative gains occurred in British Co-

lumbia and Quebec, which showed advances of 6.5 per cent and 5.9 per cent respectively.

## Unemployment

Unemployment increased by an estimated 14,000 to 244,000 between June and July. In four of the past five years, unemployment had declined, the decreases ranging from 11,000 to 17,000.

Of the total unemployed in July, 184,000 were men and 60,000 were women. The age distribution of the unemployed showed little change from a year earlier.

The review is prepared by the Labour Market Analysis Division, Research Branch, Department of Manpower and Immigration. The tables are prepared jointly by the Dominion Bureau of Statistics and the Department of Manpower and Immigration.

## Labour Market Conditions

Labour Market Areas	Labour Surplus				Approximate Balance		Labour Shortage	
	Group 1		Group 2		Group 3		Group 4	
	July 1966	July 1965	July 1966	July 1965	July 1966	July 1965	July 1966	July 1965
Metropolitan.....	1	—	3	4	8	8	—	—
Major Industrial.....	1	—	13	14	12	12	—	—
Major Agricultural.....	—	—	2	2	12	12	—	—
Minor.....	—	—	18	16	39	40	1	2
Total.....	2	—	36	36	71	72	1	2

## Classification of Labour Market Areas—July

	Substantial Labour Surplus	Moderate Labour Surplus	Approximate Balance	Labour Shortage
	Group 1	Group 2	Group 3	Group 4
WINDSOR-LEAMINGTON	←	Hamilton Quebec-Levis Vancouver-Abbotsford- New Westminster	Calgary Edmonton Halifax Montreal Ottawa-Hull →ST. JOHN'S Toronto Winnipeg	
METROPOLITAN AREAS (labour force 75,000 or more)				

# CLASSIFICATION OF LABOUR MARKET AREAS—JULY

	<i>Substantial Labour Surplus</i>	<i>Moderate Labour Surplus</i>	<i>Approximate Balance</i>	<i>Labour Shortage</i>
	<i>Group 1</i>	<i>Group 2</i>	<i>Group 3</i>	<i>Group 4</i>
MAJOR INDUSTRIAL AREAS (labour force 25,000-75,000; 60 per cent or more in non-agricultural activity)	OSHAWA←	Brantford Corner Brook Cornwall Granby-Farnham- Cowansville Joliette Lac St. Jean Niagara Peninsula Rouyn-Val d'Or Saint John Sarnia Shawinigan Sherbrooke Trois Rivières	Fort William-Port Arthur Guelph Kingston Kitchener London →MONCTON →NEW GLASGOW →PETERBOROUGH Sudbury →SYDNEY-SYDNEY MINES TIMMINS-NEW LISKEARD- →KIRKLAND LAKE Victoria	
		Chatham Thetford-Lac Mégantic- Ville St. Georges	→BARRIE Brandon Charlottetown Lethbridge Moose Jaw North Battleford Prince Albert Red Deer Regina →RIVIERE DU LOUP Saskatoon Yorkton	
MAJOR AGRICULTURAL AREAS (labour force 25,000-75,000; 40 per cent or more in agriculture)		Bathurst Beauharnois BRAMPTON← Dawson Creek Drummondville Gaspé Kamloops LINDSAY← Montmagny Newcastle Okanagan Valley Quebec North Shore Rimouski Ste. Agathe-St. Jerome St. Jean Sorel Valleyfield Victoriaville	Belleville-Trenton Bracebridge Bridgewater →CAMPBELLTON Central Vancouver Island Chilliwack →CRANBROOK Dauphin Drumheller Edmundston →FREDERICTON Galt Goderich →GRAND FALLS Grande Prairie Kentville Lachute-St. Therese →MEDICINE HAT North Bay →OWEN SOUND Pembroke →PORTAGE LA PRAIRIE →PRINCE GEORGE-QUESNEL Prince Rupert St. Hyacinthe St. Stephen St. Thomas Sault Ste. Marie Simcoe	Listowel
MINOR AREAS (labour force 10,000 to 25,000)		<i>Group 3 Concluded</i> Stratford →SUMMERSIDE Swift Current Trail-Nelson →TRURO Walkerton Weyburn Woodstock, N.B. Woodstock-Tillsonburg Yarmouth		

→The areas shown in capital letters are those that have been reclassified during the month, an arrow indicates the group from which they moved. For an explanation of the classification used, see page 476, August 1966 issue.



# Labour Statistics

Principal Items	Date	Amount	Percentage Change From	
			Previous Month	Previous Year
<b>TOTAL CIVILIAN LABOUR FORCE*</b> .....(000)	July 23	7,787	+3.4	+3.9
Employed.....(000)	July 23	7,543	+3.3	+4.0
Agriculture.....(000)	July 23	655	+13.9	-7.2
Non-agriculture.....(000)	July 23	6,888	+2.4	+5.2
Paid workers.....(000)	July 23	6,419	+3.3	+5.6
At work 35 hours or more.....(000)	July 23	5,446	-11.9	+1.8
At work less than 35 hours.....(000)	July 23	735	-16.7	+0.7
Employed but not at work.....(000)	July 23	1,362	+469.9	+16.4
Unemployed.....(000)	July 23	244	+6.1	0.0
Atlantic.....(000)	July 23	29	+20.8	-3.3
Quebec.....(000)	July 23	88	+3.5	-10.2
Ontario.....(000)	July 23	77	+2.7	+18.5
Prairie.....(000)	July 23	22	+46.7	-12.0
Pacific.....(000)	July 23	28	-9.7	+7.7
Without work and seeking work.....(000)	July 23	226	+2.7	-2.2
On temporary layoff up to 30 days.....(000)	July 23	18	+80.0	+38.5
<b>INDUSTRIAL EMPLOYMENT (1961=100)</b> .....	April	116.4	+1.2	+6.4
Manufacturing employment (1961=100).....	April	121.1	+0.4	+6.5
<b>IMMIGRATION</b> .....1st Qtr.	1966	30,713	—	+37.9
Destined to the labour force.....1st Qtr.	1966	15,992	—	+41.6
<b>STRIKES AND LOCKOUTS</b>				
Strikes and lockouts.....	July	108	+5.9	+9.1
No. of workers involved.....	July	83,195	+95.7	+146.9
Duration in man days.....	July	812,720	+108.5	+149.2
<b>EARNINGS AND INCOME</b>				
Average weekly wages and salaries (ind. comp.).....	April	\$95.77	+0.7	+5.7
Average hourly earnings (mfg.).....	April	\$2.23	+0.5	+5.2
Average hours worked per week (mfg.).....	April	41.0	-0.5	-0.3
Average weekly wages (mfg.).....	April	\$91.69	+0.5	+5.4
Consumer price index (1949=100).....	July	144.3	+0.3	+3.4
Index numbers of weekly wages in 1961 dollars.....	April	111.0	+0.4	+1.5
Total labour income.....\$000,000.	April	2,347	+2.0	+13.3
<b>INDUSTRIAL PRODUCTION</b>				
Total (average 1961=100).....	June	281.9	+2.1	+8.1
Manufacturing.....	June	256.7	+2.9	+7.1
Durables.....	June	267.4	+2.8	+5.8
Non-durables.....	June	247.6	+3.0	+8.4
<b>NEW RESIDENTIAL CONSTRUCTION†</b>				
Starts.....	June	10,508	+2.9	-34.3
Completions.....	June	10,779	+21.5	+34.4
Under Construction.....	June	76,840	-0.4	-4.5

\*Estimates of the labour force, the employed and the unemployed, are from *The Labour Force*, a monthly publication of the Dominion Bureau of Statistics which also contains additional details of the characteristics of the labour force, together with definitions and explanatory notes.

†Centres of 5,000 population or more.

# PRICE INDEXES

## Consumer, August 1966

The consumer price index (1949=100) increased 0.4 per cent to 144.9 at the beginning of August from 144.3 in July. The August index was 3.9 per cent higher than the August 1965 index of 139.4.

Most of the increase was the result of higher food prices, which moved the food index 1.4 per cent upward. Fractional increases occurred in the indexes for housing, health and personal care, and recreation and reading. The index for tobacco and alcoholic beverages remained unchanged and the clothing and transportation indexes declined.

The food index advanced 1.4 per cent to 148.1 from 146.0 in July. Prices for most of the basic foods increased, including all dairy products except processed cheese, cereal products such as bread, flour, macaroni, cookies, most meats, eggs, butter and margarine, and fruits and vegetables, including bananas, apples, strawberries, onions, cabbage, and tomato juice. Lower prices were recorded for sugar, tea, coffee, soft drinks, lard, grapes, raisins, potatoes, carrots, tomatoes, sausages, liver, and meat loaf.

The housing index moved up to 145.0 from 144.8. Higher prices for shelter, utensils and equipment, and household supplies outweighed price decreases for home furnishings, floor coverings and some textiles.

The clothing index declined 0.3 per cent to 124.8 from 125.2. Price decreases in wearing apparel outweighed higher prices for men's work shorts and trousers, ladies' foundation garments, men's and children's shoes, and piece goods.

The transportation index declined 0.4 per cent to 150.6 from 151.2. Lower prices for automobiles outweighed price increases for taxi fares and motor oil.

The health and personal care index rose to 181.3 from 181.0 in July. Price increases were reported for pharmaceuticals and for personal care supplies such as toothpaste, face cream and powder, cleansing tissues, sanitary napkins and razor blades.

The recreation and reading index rose to 159.6 from 159.3 as prices for camera film, bicycles and admission to sporting events increased.

The tobacco and alcoholic beverages index remained unchanged at 125.1.

Group indexes a year earlier (August 1965) were: food 137.8, housing 141.2, clothing 120.7, transportation 147.9,

health and personal care 175.8, recreation and reading 154.6, and tobacco and alcohol 122.6.

## Wholesale, July 1966

The general wholesale index moved up slightly in July to 259.7 from the June index of 259.6, and was 3.0 per cent higher than the July 1965 index of 252.1. Five of the eight major group indexes increased and two declined. The iron products group index was unchanged at 267.9.

The wood products group index advanced 0.8 per cent to 342.3 from the June index of 339.5, reflecting increases in the price of newsprint, furniture, hardwoods and pine. The vegetable products group index rose 0.5 per cent to 226.8 from 225.6 because of higher prices for grains, tea, coffee and cocoa, milled cereal foods, onions, and sugar and its products.

An advance of 0.5 per cent to 193.5 from 192.6 occurred in the non-metallic minerals products group index because of increases in the price of coal, coke, and salt. Increases of 0.2 per cent occurred in the following major group indexes: textile products—to 252.6 from 252.1; and chemical products—to 208.5 from 208.0.

The animal products group index declined 1.4 per cent in July to 292.1 from 296.2 after a drop in the price of livestock, fresh meats and unmanufactured leather. The non-ferrous metals products group index dropped slightly to 229.1 from 229.2.

## City Consumer, July 1966

The consumer price indexes (1949=100) advanced in seven of the ten regional cities between June and July, remained constant in two and declined slightly in one. Movements ranged from an increase of 0.6 per cent in Toronto to a decrease of 0.1 per cent in Winnipeg.

Mixed price movements occurred throughout the regional cities. Food indexes were higher in seven cities, slightly lower in two and unchanged in one. Housing indexes moved up slightly in six cities and remained at the June level in four. Clothing indexes were up in three, down in three and unchanged in four. Indexes for transportation displayed an upward trend in five regional cities, downward in three and remained constant in two.

Health and personal care indexes rose fractionally in one city, fell slightly in

six and remained unchanged in three. Recreation and reading indexes showed a fractional increase in one city, decreases in six and no change in three. Indexes for tobacco and alcohol remained unchanged in all cities.

Regional consumer price index point changes between June and July were: Saskatoon-Regina +0.3 to 136.1; Edmonton-Calgary +0.4 to 134.5; Montreal remained unchanged at 142.2; Toronto +0.9 to 147.2; Halifax +0.4 to 138.5; Ottawa +0.7 to 144.4; Winnipeg -0.1 to 139.2; Saint John +0.1 to 140.9; St. John's remained unchanged at 126.3\*; Vancouver +0.2 to 138.5.

## Residential Building

The price index of residential building materials (1935-39=100) increased in July by 0.1 per cent to 346.7 from 346.4 in June, and to 152.1 from 151.9 on the 1949=100 base. The non-residential building materials index (1949=100) remained at the June level of 150.6.

## U.S. Consumer, July 1966

The United States consumer price index (1957-59=100) rose by 0.4 per cent in July to 113.3 per cent from 112.9 in June. A year ago in July the index was 110.2.

The increase was the same as the average monthly rise since the beginning of the year, and marked 1966 as the most inflationary year since 1957.

Food prices rose in July by four-tenths of 1 per cent, considerably less than usual for that month. Milk, butter and eggs dominated the rise. Other items contributing to the July increase were used cars, restaurant meals, cigarettes, furniture, paper napkins, detergents, and textile home furnishings.

## British Retail, June 1966

The British index of retail prices (Jan. 16, 1962=100) rose to 117.1 at June 21 from 116.8 at mid-May. The index a year ago in June was 112.7.

Increases in the prices of beef, other meat, bacon and some fresh vegetables and fruit were partly offset by a reduction in the price of tomatoes.

The index for foods fell by more than one half of 1 per cent to 123.7, compared with 124.6 in May. The index for the food group as a whole rose by less than one-half of 1 per cent to 118.4, compared with 118.0 in May.

The index for the services group rose by less than one-half of 1 per cent to 119.5, compared with 119.1 in May. In the remaining eight groups there was little change.

\* On base June 1951=100.



# Canadian Nurses' Association Convention

*Working conditions and wages, education of nurses and the quality of nursing service among subjects reviewed*

Recommendations to the proper authorities to establish bursaries for persons desiring to undertake training as librarians for libraries in schools of nursing, and approval of salaries "commensurate with this level of preparation", was the subject of another resolution.

Dr. Katherine MacLaggan, Director of Nursing at the University of New Brunswick, who was elected president, outlined three main goals for the Association which she hoped would be implemented during her two-year term of office. The first goal was the transfer of control of diploma schools of nursing from hospital to educational institutions and the implementation of other reforms in training. News of a definitive move in this direction has subsequently been received from Saskatchewan, where legislation was recently passed transferring responsibility for nursing education from the Department of Health to the Department of Education.

## More Bursaries Sought

The second goal, more bursaries and better salaries for teaching staff, was adopted as a result of studies conducted in co-operation with the Dominion Bureau of Statistics which revealed that 75 per cent of the teaching staff in diploma schools of nursing lacked the qualifications regarded as essential for teachers in the field of nursing. Lack of economic incentive to obtain advanced training, evident in the study, was offered as the main explanation for this situation.

These same studies revealed that 51 per cent of the 69,000 employed nurses registered in 1965 were married. There were only two age groups in which single nurses outnumbered married nurses, those 24 years of age and under, and those 60 and over. More of the married women worked part-time than full-time but, taken as a whole, married women contributed almost as much time as did single nurses.

The third goal, better economic and social welfare for nurses, will be pursued by the special committee on Social and

Economic Welfare. Beyond that, Dr. MacLaggan expressed the hope that some action would be initiated in the direction of national examinations for registered nurses.

A folio of printed reports distributed to the delegates, included submissions from the executive director, the treasurer, the committee on legislation and bylaws, committees on public relations, finance, nurses' education and nursing services, a report from the Journal Board of the *Canadian Nurse*, and a detailed report outlining activities of the Social and Economic Welfare Committee.

Some 1,800 delegates, representing 80,000 registered nurses throughout Canada, met in Montreal in July at the 33rd biennial meeting of the Canadian Nurses' Association. Discussions and addresses centred mainly on working conditions and wages, education of nurses and the quality of nursing service.

One day of the five-day meeting was devoted to automation and nursing, with talks on the Principles of Electronic Data Processing, Hospital Information System, Nursing and the Development of an Automated Communication System, and the Impact of Mechanization on Hospital and Nursing Services.

One speaker, a consultant in hospital administration, pointed out that the average nurse spent about 25 per cent of her time on handling information. Through automation and the re-arrangement of duties, nurses would be able to give more and better care to patients. Another speaker foresaw greater ease in the study of patients' records once they were on computer cards. Nursing education, too, would be improved through a system of television monitoring where one supervisor would be able to watch student nurses working with individual patients in different rooms.

## Report of Special Committee

Collective bargaining and a report of the special committee on Social and Economic Welfare occupied another day. This committee was established to

co-ordinate suggestions and ideas emanating from the provincial member associations in the nursing profession and to keep member associations informed of current developments, activities and available literature in the field of employment relations. A consultant has been retained at headquarters in Ottawa to analyze present legislation governing nurses in Canada, and to draft an act that would serve as a guide for provincial associations.

Although the Canadian Nurses' Association had officially approved the principle of collective bargaining as far back as 1944, with the exception of British Columbia, little progress was made in that direction. It was not until the formation of the special committee that concrete steps were taken to help put the collective bargaining principle into practice. The meeting went on record with a resolution to "intensify its efforts to assist members in making the collective bargaining process an available and effective instrument to establish salaries and working conditions which will enable members of the profession to enjoy a standard of living equivalent to those prevailing in comparable professions."

Another resolution called for assistance to administrators of hospital nursing services to study and evaluate their departments with a view to initiating improvement. It called for further clarification of the respective roles of doctors, nurses and hospital administrators in hospital patient care, and to press for greater financial support from federal and provincial authorities for the higher education of nurses to administer nursing services, clinical nursing practice and nursing research.

## Calls for Change

A resolution, to counteract the discriminatory policy of the Department of National Defence in denying male nurses the rank of nursing officers, called for Canadian nurses to exert pressure to bring about a change toward equality between male and female nurses in this area of employment.

# Rehabilitation of Severely Disabled Persons

What are the possibilities of rehabilitating the severely disabled? What kind of services are needed? What does it require from the counsellor? What from the client? Is rehabilitation practicable? To answer these and other questions, the California Division of Vocational Rehabilitation undertook a program to endeavour to rehabilitate a group of severely disabled persons.

Each of the counsellors participating in the program was assigned to a different rehabilitation centre with a full complement of assisting medical and paramedical personnel.

A group of 254 persons between the ages of 16 and 44, with severe disabilities, was selected for the study. Free rein was given to the counsellors to use their ingenuity and imagination. If one idea didn't work, they were free to try another, with few limitations on services or expenditures.

Preliminary reports indicate that this was a worthwhile venture. Of those in this group who had been considered "hopeless," 100 were rehabilitated, including persons who became capable home makers. A follow-up after 12 to 18 months showed that the average and maximum weekly earnings of the group were \$81 and \$220. Fifty-six per cent of those contacted had been promoted within 18 months.

## Motivation

The most important attribute for the client was found to be his motivation—his willingness to use his remaining capabilities to accomplish something. For the counsellor, the most important quality seemed to be his ability to see things, not as they were, but as they could be. An imaginative approach by both client and counsellor was essential.

Imagination in the development of assistance devices was important. The attractiveness of the devices and equipment also played a major part in their acceptance by clients.

Jobs held by the rehabilitated persons are varied, but most are jobs that can be performed individually. They include psychologist, teacher, librarian, manicur-

ist, sewing-machine operator, telephone dispatcher, television technician and bookkeeper.

It was found that on the average it took about 29 months to rehabilitate a severely disabled client, and it was expensive in time and money; but the returns in happiness and well-being made it well worth while. The financial returns, as the rehabilitated clients become self supporting, tax-paying citizens, more than compensated for the expenditures made on their behalf.

The report cites a number of case histories of persons concerned in the study, but in Canada there are examples of severely disabled persons who have been rehabilitated through the efforts of rehabilitation agencies, interested individuals and their own indomitable will.

## Inspiring Example

Perhaps one of the most inspiring examples of co-operative effort is the one at University Hospital in Edmonton involving Professor Scott, head of the Department of Computing Sciences at the University, Pierre Gariepy, Executive Director of the Canadian Paraplegic Association, Western Division, and a group of respiratory polios at the hospital.

The story as recounted in the summer 1966 issue of *The Caliper* says, "Mr. Gariepy had been alerted to the possibility of the seven being able to be trained as computer programmers by two radio hams who worked with four of them. His pitch to Dr. Scott was that the seven, while lacking, in various degrees, use of their limbs, had heads and minds that were intact. Computer programming, demanding alert minds and a certain facility with figures, might well be taught to them.

"Dr. Scott was enthusiastic from the start, and quickly assigned one of his top assistants, Mrs. Wanda Payne, to teach the group. She immediately started a three-day-a-week program in the ward of University Hospital.

By the staff of Civilian Rehabilitation Branch, Department of Manpower and Immigration.

"All are respiratory polios and have been for 10 years or so. Two are total quadriplegics. The others have the odd thing still going for them: a hand here, a foot there, and forearms that function with a sporadic degree of efficiency.

"The seven are Henri Baril, Arnie Stabner, Gary McPherson, Marion Chomik, Clayton May, Bill Karthaus and Bob Johnston. They naturally had some reservations about the project. Consider that they are all quads; some cannot even write; travel is not easy; they must rely on their breathing machines, such as respirators and rocking beds for a part of the day.

"For Mrs. Payne, these were all problems that could be resolved. As she pointed out, there are housewives in the U.S. writing computer programs right in their own homes, and using the mails to get this work to their employers. To be a good programmer, there was no need ever to see a computer, she told them, and quoted from a training manual: 'Today's user of computers . . . knowing little or nothing of the internal mechanism of the computer, is capable of using the computer as a practical tool'."

Mrs. Payne solved the problem of the non-writers by pairing them with partners who could write. Together, she led them into the wide world of computers. And a wide and ever expanding world it is. From their beginning in 1943, computers have come to be the lifeblood of our working society. They have streamlined automation, increased research and speeded up and simplified such mundane things as monthly bills. The entire space program depends on a mighty network of computers.

## Computer Programmers

Computers are built with a highly sensitive set of "feelers" that "read" the information given to them. They cannot read ordinary English, but understand only certain precise instructions that must be written in what is called a "programming language." A programmer must know the language thoroughly

*Continued on page 587*



# Vocational Rehabilitation Of Older Disabled Persons

Canada's federal-provincial program of vocational rehabilitation services for the disabled is fairly well known, but it is less well known that there is no upper age limit under the program. Many persons past middle age are successfully rehabilitated, and this often leads to suitable employment.

It is widely accepted that age itself can be an obstacle to obtaining, or returning to gainful employment. When to this disadvantage is added a physical disability, the odds against becoming self-supporting are greatly increased. Success in even a small number of these cases is therefore significant, since it offers ample evidence that older persons in good health be enabled to support themselves.

Reports received by Civilian Rehabilitation Branch, Department of Manpower and Immigration, for 1965-

66 show that 2,451 disabled persons were rehabilitated—2,384 being fitted for and found employment, and 67 being enabled to look after themselves. Cost of support of these persons at acceptance was estimated at \$1,635,851, and earnings after rehabilitation at \$5,616,051. Of these persons, 689 were aged 40 or over. The cost of support of these older people at acceptance was reported as \$407,181, and their earnings after rehabilitation were reported to be \$1,384,929.

In this group of 471 men and 218 women, 353 were aged 40 to 49, those aged 50 to 59 numbered 225, and 111 were aged 60 or over. (See table, Part A.)

These older people suffered from various disabilities, including amputations, defective hearing and sight, and neuromuscular-skeletal, neurological, respira-

tory, cardiovascular and neuro-psychiatric ailments. Despite their disabilities and their advanced age, 566 were rehabilitated into remunerative employment. Of the remainder, 54 were able to look after their own needs, and 69 to resume their normal role as housewives. (See table, Part B.)

The types of occupations entered into by these 566 rehabilitated older persons were significant. Thirty-four entered the professional and managerial fields; 122 became sales or clerical employees; 112 entered service industries; and 133 were placed in unskilled occupations. The rest found their way into other occupations, 75 becoming skilled, and 63 semi-skilled workers. Agriculture, fishing and forestry absorbed the remaining 27. (See Table B.)

Table C shows that the rehabilitation process can be a lengthy one. In 129

## Disabled Persons 40 Years and Over, 1965-66

A—Disabilities										
Age Groups	Amputations	Neuro-Muscular Skeletal	Hearing	Seeing	Neurological	Respiratory	Cardio-Vascular	Neuro-Psychiatric	Misc.	Total
40-49.....	29	90	21	28	30	15	32	90	18	353
50-59.....	26	70	16	26	17	10	16	39	5	225
60 and over.....	25	31	5	24	11	1	8	4	2	111
Total.....	80	191	42	78	58	26	56	133	25	689

B—Occupations After Rehabilitation										
Professional and Managerial.....	5	14	1	3	1	2	1	4	3	34
Sales and Clerical.....	7	38	7	18	9	3	14	22	4	122
Service Occupations.....	10	28	8	8	6	3	6	38	5	112
Agriculture, Fishery, etc.....	5	6	1	—	2	1	2	8	2	27
Skilled Occupations.....	9	19	5	9	3	6	10	9	5	75
Semi-Skilled Occupations.....	7	20	9	7	1	3	8	4	4	63
Unskilled Occupations.....	6	19	11	22	13	8	7	45	2	133
Housewife or Homemaker.....	16	28	—	2	12	—	8	3	—	69
Self Care.....	15	19	—	9	11	—	—	—	—	54
Total.....	80	191	42	78	58	26	56	133	25	689

C—Duration of Services										
Under 6 months.....	24	56	20	33	22	6	10	26	3	200
6 to 12 months.....	28	49	19	17	20	7	14	33	6	193
12 to 24 months.....	21	50	2	17	7	8	16	35	11	167
Over 24 months.....	7	36	1	11	9	5	16	39	5	129
Total.....	80	191	42	78	58	26	56	133	25	689

cases, services were required for more than 24 months; and in 167 cases, periods of from 12 to 24 months were needed. The results, however, showed that the time expended was well worth while.

The following case histories, which are typical and are just a few examples from among many, indicate some of the possibilities for vocational rehabilitation among older persons.

**Case 1**—Mr. L., 44, a married man with one dependant, in 1938 fell beneath a train and lost both legs. He had completed Grade 9 and was a sheet metal worker, and at the time of his acceptance he had just been laid off work. After counselling, he was provided with right above-knee and left below-knee prostheses, and given training. He then obtained employment as a draftsman, and is earning \$5,070 annually. These services took less than 13 months.

**Case 2**—Mr. D., 64, a widower with a Grade 12 education, suffered from arteriosclerosis, resulting in the amputation of one leg in 1953 and the other in 1965. He had worked as a bookkeeper, but at the time of his acceptance was living on his savings. His rehabilitation services included the provision of prostheses, forearm crutches, and hand controls for his automobile. After four months, he was able to obtain employment as a bookkeeper at about \$400 a month.

**Case 3**—Mr. B. is 53, divorced, and with no dependants. Due to poliomyelitis

in 1962, he has a weak back and legs. He has had Grade 7 education. After rehabilitation services, which included counselling, medical treatment, physiotherapy, occupational therapy and bilateral above-knee braces and training, a voluntary agency helped him to get employment as a saw sharpener earning \$160 monthly. Services and placement took three years, five months.

**Case 4**—Mrs. R., 47, a widow with one dependant, had been physically handicapped since childhood by reason of a rheumatic heart disease with mitral stenosis. She had completed Grade 10, and had taken a commercial correspondence course. At acceptance, she was being supported by her late husband's insurance. After being given counselling, she completed a typing and bookkeeping course, and within a year and a half from acceptance, had obtained employment as a receptionist-typist at a hospital at \$280 a month.

**Case 5**—Mr. C., 48, a married man with two dependants, had suffered from hemiplegia due to a cardio-vascular accident in 1963. He had graduated from high school and was trained in blueprint reading and drafting. In the year previous to acceptance, he had been supported by his savings. After counselling and medical service, he had obtained employment, within 11 months of acceptance, as a building appraiser and was earning \$400 monthly.

**Case 6**—Mr. U., 46, separated from his wife, and without dependants, had

suffered from schizophrenia since 1956. He had graduated from high school and had been trained as a carpenter. The year prior to acceptance, he had been receiving social aid. Within eight months after rehabilitation services—which included counselling, medical treatment, psychological assessment, and training on the job in drafting—the National Employment Service had assisted him in obtaining employment as a draftsman at \$310 a month.

**Case 7**—Miss O., 58, single, and with a Grade 8 education and two years commercial course, at acceptance was a hospital patient suffering from paranoid schizophrenia. She was given counselling and work-adjustment training, and with the assistance of a voluntary agency, she obtained work in a jewellery factory earning about \$50 a week. Rehabilitation services were required for eight months.

**Case 8**—Mr. B., 49, married, and with six dependants, has had a Grade 10 education. Because of the amputation of a deformed leg, he was unable to stand for any length of time. At the time of acceptance, he was receiving public assistance. He was given rehabilitation services, including counselling, medical treatment, the provision of a new suction-type limb, and training on the job. Within 14 months after his rehabilitation began, he had obtained employment, with assistance from the National Employment Service, as a motor repairman at \$300 monthly.

## Civilian Rehabilitation

*Continued from page 585*

in order to communicate his instructions to the machine as precisely as possible.

Three days each week, for a period of two and one half months, their instructor came to their hospital ward to teach them. Classes were about one and one half hours each day. During this time, the group came to know how to use a programming language, suited to IBM 7040 computers, and to write small practice programs. On completion of study, they were tested, unofficially, by tackling the test paper the University of Alberta students are required to write. Their studies successfully completed, they were pronounced fit to be tried as programmers.

Then came a wait through the summer lull before they were put to the test. In September 1965, the Department of Computing Sciences asked them to write a program for the Province of Alberta

Laboratories. They have since completed this assignment to the satisfaction of everyone concerned.

On the job, they divide the work equally, partners working together. Then they split the pay seven ways. Although Mrs. Payne did have them over to see the computing centre one day last summer, the visit wasn't necessary. They write their programs right in their own ward, using an inter-campus pickup and delivery service to get them to the computer.

### Unique Project

Training the seven was a pilot project. Nowhere, to our knowledge, has a similar attempt been made by a university department to train a group of respos, quads or paras in this way. Many paras and quads attend university in the regular manner, but in this case, the universi-

ty came to them. The department has pledged to keep them busy writing programs for it and for other branches of the university. This may not keep them as occupied as they would like to be, however, and they are anxious to seek jobs in the business community as well. Toward this end, they are continuing their study of computers and learning additional languages.

The initiative of CPA Director Gariepy, the willingness of Dr. Scott to give every possible assistance, and the skilled tutoring of Mrs. Payne have combined to train the seven in a growing and exciting new field. Expansion and development in the use of computers is changing. The boys are determined to stay abreast of it. They like it, and know now that their physical limitations are no drawback to working as computer programmers.



# Labour-Management Harmony Boosts Output

## Road Grader Production at Dominion Road Machinery Company Climbs from 13 to 500 Units in 14 Years

In 1952, the Dominion Road Machinery Company in Goderich, Ont., proudly built a total of 13 road graders. This year, because of a continuing record of labour-management harmony, production will top 500 units, nearly half of which are being sold in the highly competitive overseas market.

Unlike many industrial concerns, DRMCO does not have a labour-management consultation committee as such. Instead, there are a series of annual luncheon meetings, sponsored by President John K. Sully, and a series of regular monthly meetings between company Superintendent John P. Grace and four union representatives of Local 1863 of the International Association of Machinists, CLC.

President of the union local, Charles B. Stewart thinks that this system has really helped employee-management relations. L. B. 'Bucky' Graham, Personnel Manager, thinks that the annual luncheon meetings—which all employees are invited to attend, 16 at a time—“have proved invaluable as a means of communication.”

“From the discussions at these luncheon meetings, all of our employees are kept well informed on all operations of our organization.

“The employees are able to ask questions, and a lot of them do so. This system does away with the rumours you generally get with the operation of any business enterprise.”

This is the fifth consecutive year for these highly successful—and highly original—“president's luncheon” sessions.

### Shop Floor Discussions

As well as holding open discussions at these luncheon meetings, the management also finds time to visit the shop floor with employees for first-hand examination of new equipment, or

proposed renovations under discussion. In addition, Mr. Sully frequently returns to the plant in the evening for personal contact with night-shift employees.

Company and union representatives also meet in a separate labour-management safety committee, which convenes monthly and conducts regular plant inspections.

All these aspects of co-operation, says Mr. Stewart, have helped to bring about big improvements in, among other things, working conditions and safety.

At DRMCO, both labour and management are also well aware of the importance of training and upgrading. Last winter, 56 employees undertook special training.

The company, which employs 350 people and is one of the world's leading producers of road graders, is now in the process of exporting 180 of its “Champion” models to Santa Fé province in Argentina.

### Outstanding Record

An outstanding 10-year record of no lost-time accidents has been set by the Edmonton plant of Canada Cement Co. Ltd., with part of the credit for that record going to the company's labour-management committee. The plant, which opened on April 2, 1956, has yet to record such an accident, though heavy and potentially dangerous equipment is used.

Harold E. Edmonds, general mill foreman, said that the plant's good morale, because of its labour-management joint consultation committee, played a considerable part in the accident-free record.

Mr. Edmonds states that although there are separate safety meetings every

two weeks, with some 80 per cent of the employees in attendance, safety is also a regular topic of their joint consultation committee.

Assistant Superintendent G. L. Baptie estimates that some 25 per cent of their joint consultation committee meeting time is taken up by safety items, which means that their continuing safety campaign is a two-pronged attack.

The Edmonton plant manufactures Portland cements and masonry cement. There is considerable lifting and manual work involved in the operation, as well as the use of heavy equipment. The 40 employees are represented by United Cement, Lime and Gypsum Workers International Union, Local 369 (AFL-CIO/CLC).

### Dual Purpose Committee

The plant labour-management committee works on the dual-purpose principle, so that working conditions, grievances, and other such matters are also discussed within the framework of the committee that was formed in April 1959, and which has been meeting regularly ever since, with committee members revolving annually. An innovation here is the introduction of a different employee at each meeting so that all employees become familiar with committee activities.

Mr. Baptie credits their joint consultation committee with providing a “better understanding of each other's problems and better communications between the two parties.” This in turn creates a working atmosphere with high morale.

With an accident-free, 10-year record, it is obvious that morale and co-operation have played an important part in promoting such safety.

By the staff of Labour-Management Co-operation Service, Industrial Relations Branch, Department of Labour.

# Certification and Other Proceedings Before the Canada Labour Relations Board

The Canada Labour Relations Board met for three days during July. The Board granted four applications for certification and ordered two representation votes. During the month the Board received eleven applications for certification and allowed the withdrawal of two such applications. The Board also received two applications for revocation of certification and granted two such applications.

## Applications for Certification Granted

1. Chauffeurs, Teamsters and Helpers, Local 395 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of Continental Trucking Ltd., Saskatoon, Sask. (L.G., July, p. 373) (Reasons for Judgment issued).

2. Driver Salesmen, Plant, Warehouse and Cannery Employees, Local Union 987 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of elevator and feed mill employees of McCabe Grain Company Limited, Edmonton, Alta. (L.G., Aug., p. 457).

3. Office and Professional Employees' International Union, Local 131, on behalf of a unit of Western Region Directory Sales Department employees working in and out of Toronto for The Bell Telephone Company of Canada (L.G., Sept., p. 521).

4. Canadian Marine Officers' Union, on behalf of a unit of licensed engineers employed aboard the S.S. *Makaweli* and the M.V. *Lubrolake* operated by Lakeland Tankers Limited, Toronto, Ont. (L.G., Sept., p. 522).

## Representation Votes Ordered

1. National Association of Broadcast Employees and Technicians, applicant, *Radio Lac Saint-Jean Limitée*, Alma, Que., respondent (radio station CFGT), and *Syndicat des employés de CFGT (CSN)*, intervener (L.G., July, p. 373).

The Board directed that the names of the applicant and the intervener appear on the ballot (Returning Officer: R. L. Fournier).

2. *Syndicat général du cinéma et de la télévision (CSN)*, applicant, Canadian Broadcasting Corporation, Ottawa, Ont., respondent (building service employees, Montreal Area), and Building Service Employees' Union, Local 298, intervener (L.G., Aug., p. 456). The Board directed that the names of the applicant and the intervener appear on the ballot (Returning Officer: R. L. Fournier).

## Applications for Certification Received

1. Mayo District Mine, Mill and Smelter Workers Union, Local 924 of the International Union of Mine, Mill and Smelter Workers (Canada), on behalf of a unit of employees of New Imperial Mines Ltd., Whitehorse, Y.T. (Investigating Officer: J. D. Meredith).

2. Transport Drivers, Warehousemen and Helpers' Union, Local 106 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of drivers employed by LaSalle Transport Ltd., LaSalle, Que. (Investigating Officer: R. L. Fournier).

3. Transport Drivers, Warehousemen and Helpers' Union, Local 106 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of drivers employed by International Transport Inc., LaSalle, Que. (Investigating Officer: R. L. Fournier).

4. Seafarers' International Union of Canada, on behalf of a unit of boatmen

employed by Sam Vezina Regd. "Boatman", Sillery, Que. (Investigating Officer: R. L. Fournier).

5. *Syndicat général de la radio-CSN (CHRS)*, on behalf of a unit of employees of Radio Station CHRS operated by *Radio Iberville Ltée.*, Ville Jacques-Cartier, Que. (Investigating Officer: R. L. Fournier).

6. Transport Drivers, Warehousemen and Helpers' Union, Local 106 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of drivers employed by Champlain Transport Inc., LaSalle, Que. (Investigating Officer: R. L. Fournier).

7. Seafarers' International Union of Canada, on behalf of a unit of boatmen employed by Three Rivers Boatman Ltd., Trois-Rivières, Que. (Investigating Officer: R. L. Fournier).

8. Dawson Miners' Union, Local 564 of the International Union of Mine, Mill and Smelter Workers (Canada), on behalf of a unit of employees of Cassiar Asbestos Corporation Limited, Clinton Creek, Y.T. (Investigating Officer: J. D. Meredith).

9. Association of Canadian Television and Radio Artists, on behalf of a unit of employees of The Canadian Marconi Company, Broadcast Division, CFCF Radio and TV, Montreal, Que. (Investigating Officer: R. L. Fournier).

10. Canadian Merchant Service Guild, on behalf of a unit of marine engineers employed by Northern Transportation Company Limited, Edmonton, Alta. (Investigating Officer: J. D. Meredith).

11. Canadian Marine Officers' Union, on behalf of a unit of marine engineers employed by Quebec Cartier Mining Company, Port Cartier, Que. (Investigating Officer: R. L. Fournier).

## Applications for Certification Withdrawn

1. Seafarers' International Union of Canada, applicant, and Navigation



Voyageur Inc., Montreal, Que., respondent. (L.G., Sept., p. 522).

2. International Union of Mine, Mill and Smelter Workers (Canada), applicant, Cassiar Asbestos Corporation Limited, Clinton Creek, Y.T., respondent, and United Steelworkers of America, intervener (L.G., Sept., p. 522).

#### Applications for Revocation Received

1. W. A. McCulloch, *et al.*, applicants, the Cape Breton Projectionists' Union of the International Alliance of Theatrical Stage Employees and Moving Picture Machine Operators of the United States and Canada, Local Union No. 848, Sydney, Glace Bay and New Glasgow, N.S., respondent, and the Hector Broadcasting Co. Ltd., New Glasgow, N.S., respondent. The application is for the revocation of the Board's order of September 27, 1961, certifying the respondent union as bargaining agent for a unit of employees of the respondent

company employed at Radio Station CKEC, New Glasgow, N.S. (L.G. 1961, p. 1147).

2. G. van der Weyden, *et al.*, applicants, the International Union, United Automobile, Aircraft and Agricultural Implement Workers of America, now International Union, United Automobile, Aerospace and Agricultural Implement Workers of America (UAW), respondent, and K.L.M. Royal Dutch Airlines, Montreal, Que., respondent. The application is for the revocation of the Board's order dated December 12, 1957, certifying the respondent union as bargaining agent for a unit of employees the respondent company employed at Montreal International Airport, Dorval, Que. (L.G. 1958, p. 172) (see also "Applications for Revocation Granted, Item 2").

#### Applications for Revocation Granted

1. Elio Ponte, *et al.*, applicants, United Automobile, Aerospace and Agricultural

Implement Workers of America (UAW), Local 698, respondent, and Alitalia Linee Aeree Italiane, S.p.A., Montreal, Que., respondent. (L.G. Sept., p. 522). The application was for revocation of the Board's order of September 22, 1964, certifying the respondent union as bargaining agent for a unit of employees of the respondent company employed at Montreal International Airport, Dorval, Que. in its traffic, cargo and mail, commissary-catering and accounting services (L.G. 1964, p. 986).

2. G. van der Weyden, *et al.*, applicants, the International Union, United Automobile, Aircraft and Agricultural Implement Workers of America (now International Union, United Automobile, Aerospace and Agricultural Implement Workers of America (UAW), respondent, and K.L.M. Royal Dutch Airlines, Montreal, Que., respondent (see "Applications for Revocation Received, Item 2").

### Scope and Administration of Industrial Relations and Disputes Investigation Act

Conciliation services under the Industrial Relations and Disputes Investigation Act are provided by the Minister of Labour through the Industrial Relations Branch. The branch also acts as the administrative arm of the Canada Labour Relations Board in matters under the Act involving the board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944 and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certificates given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they

so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for controlling applications for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to the Wartime Labour Relations Board to administer provisions concerning the certification of bargaining agents; the writing of provisions—for incorporation into collective agreements—that fix a procedure for the final settlement of disputes concerning the meaning or violation of such agreements; and the investigation of complaints referred to it by the minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of

Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported here under two headings: (1) Certification and Other Proceedings Before the Canada Labour Relations Board and (2) Conciliation and Other Proceedings Before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax and St. John's, Newfoundland. The territory of four officers resident in Vancouver comprises British Columbia, Alberta and the Yukon and Northwest Territories; two officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and Northwestern Ontario; four officers resident in Toronto confine their activities to Ontario; five officers in Montreal are assigned to the province of Quebec, and a total of three officers resident in Fredericton, Halifax and St. John's represent the Department in the Maritime Provinces and Newfoundland. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.

# Conciliation and Other Proceedings Before the Minister of Labour

During July, the Minister of Labour appointed conciliation officers to deal with the following disputes:

1. Brewster Transport Company Ltd., Banff, Alta., and Division 1374, Amalgamated Transit Union (Conciliation Officer: J. D. Meredith).

2. Eastern Provincial Airways (1963) Ltd., Gander, Nfld., and International Association of Machinists and Aerospace Workers, Lodge 1763 (Conciliation Officer: W. J. Gillies).

3. Canadian National Steamships, S. S. *Prince George*, Vancouver, and Canadian Merchant Service Guild, Inc. (Conciliation Officer: D. S. Tysoe).

4. Midland Superior Express Limited, Calgary, Alta., and Locals 362 and 979 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: J. D. Meredith).

5. Radio Station CHRC Limited, Quebec, and National Association of Broadcast Employees and Technicians (Conciliation Officer: C. E. Poirier).

6. Arrow Transit Lines Ltd., Winnipeg, and Local 979 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (driver-helpers) (Conciliation Officer: A. E. Koppel).

7. Robin Hood Flour Mills Limited, Montreal, and National Union of Operating Engineers of Canada, Local 14850, International Union, District 50, United Mine Workers of America (Conciliation Officer: C. E. Poirier).

8. Rod Service Ltd., Montreal, and *Le Syndicat national des employés de Rod Service* (CSN) (Conciliation Officer: C. E. Poirier).

## Settlements by Conciliation Officers

1. The Pembroke Electric Light Co., Limited, and Local 1905 of the International Brotherhood of Electrical Workers (Conciliation Officer: J. S. Gunn) (L.G., Sept., p. 522).

2. Radio Futura Ltd. (Radio Stations CKVL-AM and CKVL-FM) and *Le Syndicat général de la Radio* (CSN) CKVL (Conciliation Officer: R. L. Fournier) (L.G., Sept., p. 522).

## Conciliation Boards Appointed

1. United Press International of Canada, Ltd., and Canadian Wire Serv-

ice Guild, Local 213 of the American Newspaper Guild (L.G., June, p. 308).

2. The Hamilton Harbour Commissioners (harbour patrol group) and Local 958 of the Canadian Union of Public Employees (L.G., July, p. 374).

## Conciliation Boards fully Constituted

1. The Board of Conciliation and Investigation established earlier following the services of a Conciliation Officer in a dispute between Canadian Broadcasting Corporation, and National Association of Broadcast Employees and Technicians (L.G., Apr., p. 172) was fully constituted with the appointment of His Honour Judge R. W. Reville of Brantford, as Chairman. Judge Reville was appointed by the Minister in the absence of a joint recommendation from the other two members of the Board, Raymond Caron, Q.C. and Fernand Daoust, both of Montreal, who were previously appointed on the nomination of the company and union, respectively.

2. The Board of Conciliation and Investigation established in June to deal with a dispute between TransAir Limited, St. James, Man., and Lodge 2223 of the International Association of Machinists and Aerospace Workers (L.G., Sept., p. 523) was fully constituted in July with the appointment of W. Steward Martin of Winnipeg, as Chairman. Mr. Martin was appointed by the Minister on the joint recommendation of the other two members of the Board, H. B. Monk, Q.C., and E. A. Smith, both of Winnipeg, who were previously appointed on the nomination of the company and union, respectively.

## Board Reports Received

1. Major Canadian railways and the 55,000 non-operating employee union group (L.G., July, p. 374).

2. Major Canadian railways and the 28,000 shopcraft employee union group (L.G., July, p. 374).

3. Robin Hood Flour Mills Limited, Humberstone, Ont., and United Packinghouse, Food and Allied Workers, District No. 8 (L.G., Aug., p. 458).

## Settlements after Board Procedure

1. Polymer Corporation Limited, Sarnia, Ont., and Oil, Chemical and

Atomic Workers' International Union, Local 914 (L.G., Sept., p. 524).

2. Quebecair, Rimouski, Que., and International Association of Machinists and Aerospace Workers (L.G., Sept., p. 524).

3. Air Canada, Montreal, and Trans-Canada Air Lines Sales Employees' Association; dispute settled after further mediation efforts of the Department (L.G., Aug., p. 459).

## Settlements after Strike Action

1. Quebec North Shore and Labrador Railway Company, Sept-Iles, Que., and Lodge 767 of the International Association of Machinists (L.G., Sept., p. 524).

2. Ogilvie Flour Mills Co. Limited, Montreal, and *Le Syndicat National des Employés de Ogilvie Flour Mills Co. Limited* (CSN) (L.G., Sept., p. 524).

## Settlement before Conciliation Board Met

Robin Hood Flour Mills Limited, Montreal, and *Le Syndicat National des Employés de Robin Hood Flour Mills Limited* (CSN) (L.G., Sept. p. 523).

## Settlement by Industrial Inquiry Commission

The St. Lawrence Seaway Authority and Canadian Brotherhood of Railway, Transport and General Workers (L.G., Sept., p. 524).

## Strike Action after Board Procedure

CKCV (*Québec*) Limitée, Quebec City, Que., and National Association of Broadcast Employees and Technicians (L.G., Sept., p. 524).

## Dispute in which Board not Appointed

British Columbia Maritime Employers' Association, Vancouver, and the International Longshoremen's and Warehousemen's Union (L.G., Aug., p. 458).

## Dispute Lapsed

Ottawa Valley Television Company Limited (CHOV-TV) Pembroke, Ont., and National Association of Broadcast Employees and Technicians (L.G., May, p. 238).



# Legal Decision Affecting Labour

Ontario High Court rules that decisions of arbitration board under the I.R.D.I. Act are not subject to *certiorari* proceedings

On January 3, 1966, Mr. Justice Morand of the Ontario High Court held that an arbitration board constituted under the federal Industrial Relations and Disputes Investigation Act is not a statutory tribunal, i.e. one to which by statute the parties must resort, therefore the decision of such a board is not subject to *certiorari* proceedings.

## Summary of Facts

Local 9-14 of the Oil, Chemical and Atomic Workers' International Union was recognized by Polymer Corporation Limited as the sole bargaining agent for the employees at its Sarnia plant but the union was not certified by the Canada Labour Relations Board pursuant to the Industrial Relations and Disputes Investigation Act. A collective bargaining agreement was made between the union and the company dated December 27, 1963, to be in force until February 26, 1966.

The agreement contained provisions for arbitration of grievances regarding the administration, interpretation, alleged violation or application of the agreement.

Under the collective agreement fifteen grievances were submitted and dealt with by the arbitration board alleging the violation by the company of the seniority provisions of the contract, and in addition one grievance alleged that the tests used by the company in selection of

personnel to fulfil job requirements were not based on judicial methods.

The union brought a motion by way of *certiorari* for an order quashing the interim decisions of the arbitration board that the board does not have the power to require the production of documents or the power to issue subpoenas to witnesses, and, that the Arbitrations Act of Ontario does not apply to the arbitration under the federal I.R.D.I. Act.

In particular, the union asked the Court

(a) for a *certiorari* to quash the decisions of the board of arbitration dated June 24, 1965, or alternatively,

(b) for a declaration that the said board of arbitration had the power to order production of documents and the power to issue subpoenas, or alternatively,

(c) requiring the arbitration board to state in the form of a special case for the opinion of the court the question of the board's power to issue subpoenas, order the production of documents and whether the Ontario Arbitrations Act applies to arbitration under the I.R.D.I. Act.

## "Certiorari" Not Applicable

The first question to be decided by the court was whether *certiorari* can lie at all to quash the decisions of an arbitra-

tion board constituted pursuant to the I.R.D.I. Act. Counsel for the company submitted that an arbitration board created by a collective bargaining agreement resulting from a certification under the I.R.D.I. Act is not a statutory body. Therefore, it follows that *certiorari* does not lie. It was argued that the provisions of the I.R.D.I. Act (s. 19) are similar to the relevant provisions of the Labour Relations Act of British Columbia and are not similar to the provisions of the Ontario Labour Relations Act. This submission was made with reference to the decision of the Supreme Court of Canada in *Howe Sound Co. v. International Union of Mine, Mill and Smelter Workers (Canada)*, Local 663, (L.G. 1962, p. 952), and the decision of the Ontario Court of Appeal in *Re International Nickel Co. of Canada Ltd. and Rivando* (L.G. 1956, p. 1155).

In the *International Nickel Co.* case the Ontario Court of Appeal held that the prerogative writs apply only to statutory bodies on whom Parliament has conferred statutory powers and duties. The wording of the Ontario Labour Relations Act that "every collective agreement shall provide for the final and binding settlement by arbitration . . . of all differences between the parties arising from the interpretation, application, administration or alleged violation of the agreement" provided, according to Mr. Justice Aylesworth, that element and de-

By the staff of Legislation Branch,  
Department of Labour.

gree of compulsion inherent in the Labour Relations Act regarding the arbitration of industrial disputes that made the board of arbitration a statutory board, and, therefore subject to *certiorari*.

### Question Raised First Time

In the *Howe Sound* case the question was raised for the first time in the Court of Appeal whether *certiorari* would lie against an arbitration board constituted under collective agreement and pursuant to the provisions of the British Columbia Labour Relations Act. The Court of Appeal held that it would not on the ground that *certiorari* does not lie against an arbitrator or an arbitration board unless the arbitrator or board is a statutory arbitrator or statutory board. Mr. Justice Tysoe stated:

*Certiorari* does not lie against an arbitrator or arbitration board unless the arbitrator or board is a statutory arbitrator or statutory board; that is a person or board on whom by statute the parties must resort. Prerogative Writs of *Certiorari* and Prohibition do not go to ordinary private arbitration boards set up by agreement of parties: *R. v. National Joint Council for the Craft of Dental Technicians* (1953) 1 Q.B. 704. We must, therefore, decide whether this arbitration board is a private arbitration body set up by agreement, or a statutory board.

In the Supreme Court of Canada, Mr. Justice Cartwright referred to Mr. Justice Tysoe's statement and also to the judgment of Lord Goddard in *R. v. National Joint Council for the Craft of Dental Technicians*, (1953) 1 Q.B. where the latter said:

There is no instance of which I know in the books where *certiorari* has gone to any arbitrator except a statutory arbitrator, and a statutory arbitrator is one to whom by statute the parties must resort (*italics added*).

The Supreme Court had to decide whether there was a difference between the wording of the relevant provisions in the Ontario Labour Relations Act and the British Columbia Act and whether by virtue of certain sections of the British Columbia Act the arbitration board set up under the collective agreement was a statutory board to which, by statute, the parties had to resort. The Supreme Court found that there were differences between the Ontario Act and that in force in British Columbia and in the end result the Supreme Court of Canada ruled that the arbitration board constituted under the British Columbia Labour Relations Act was not a statutory tribunal and consequently not one to which *certiorari* applied.

In the case at bar Mr. Justice Morand, before analyzing the provisions of the Industrial Relations and Disputes Investigation Act in the light of the above two cases, referred to the case of *Re Ewaschuki, Western Plywood (Alberta) Ltd. v. International Woodworkers of America, Local 1-207* (1964) 44 DLR (2d) 700, a decision of the Alberta Supreme Court, in which case the *Howe Sound* case and the *International Nickel* case were discussed. By applying the reasoning of the *Howe Sound* case Mr. Justice Riley held that *certiorari* was not available as means of attacking a decision of the arbitration board constituted under the Alberta Labour Act. He rejected the contention that the arbitration board under the British Columbia Act was a statutory tribunal because the relevant section (s. 22) provided that disputes under collective agreements could be settled "by arbitration or otherwise". Accordingly the arbitration was not the only means of settling the disputes and thus, the board was not a statutory board. Section 73 (5) of the Alberta Labour Act is substantially the same as s. 22 of the British Columbia Act so, according to Mr. Justice Riley, the same reasoning as in the *Howe Sound* case applied in the *Ewaschuk* case. With reference to the Ontario decision in the *International Nickel* case, Mr. Justice Riley stated:

Conversely, in Ontario, The Labour Relations Act requires that every collective agreement provide for the final settlement of grievances solely by arbitration. Consequently Arbitration Boards in that Province have been held to be statutory boards against which *certiorari* will run.

Returning to the case at bar Mr. Justice Morand noted that counsel for the company argued that s. 19 of the federal I.R.D.I. Act is similar to the British Columbia Act and not the Ontario Act. Section 19 reads, in part, as follows:

S. 19 (1) Every collective agreement entered into after the 1st day of September, 1948, shall contain a provision for final settlement without stoppage of work, by *arbitration or otherwise*, of all differences between the parties to or persons bound by the agreement or on whose behalf it was entered into, concerning its meaning or violation. (*italics added*)

Mr. Justice Morand noted that the italicized words of s. 19 (1) are the same words used in both the British Columbia Act and the Alberta Act under consideration in *Howe Sound* and *Re Ewaschuk* respectively.

Mr. Justice Morand summarized his conclusions on the question whether *certiorari* should apply to the arbitration board under the I.R.D.I. Act in the following way:

1. *The International Nickel* case concerned the present s. 34 (1) of *The Ontario Labour Relations Act* requiring agreements to provide for settlement "by arbitration" of differences. This was held to be sufficient to compel arbitration thus making the board statutory and *certiorari* might accordingly lie.

2. In *Howe Sound* (S.C.C.), the British Columbia Act required agreements to provide for settlement "by arbitration or otherwise". This was not sufficient to compel arbitration and the board was *not* considered a statutory one. *Certiorari* would, therefore, not lie.

3. In *Re Ewaschuk* the Alberta Act required agreements to provide for settlement "by arbitration or otherwise". The Court there held the board not to be statutory, following *Howe Sound*, and *Certiorari* did not lie.

4. Section 19 of the *Industrial Relations and Disputes Investigation Act* in question here, contains the words "by arbitration or otherwise". It is my submission the reasoning in *Howe Sound* and *Ewaschuk* should be applied, and this board held not to be a statutory one.

Considering the above, Mr. Justice Morand ruled that in the case at bar *certiorari* did not apply and the motion to this effect must be denied.

### Ancillary Motions

Regarding the motion for a declaration that the board of arbitration has the power to order production of documents and to issue subpoenas, Mr. Justice Morand held that, if *certiorari* is held not to lie with respect to the arbitration board because it is non-statutory, the ancillary motion for a declaration cannot stand alone and must fail also.

Relying on the decision of the Ontario Court of Appeal in *Re Etanski and Taggart Service Ltd.* (L.G., July, p. 378) Mr. Justice Morand ruled that the Ontario Arbitrations Act does not apply to disputes arising under the federal Industrial Relations and Disputes Investigation Act.

For the above stated reasons the union's application was dismissed.

*Re Oil, Chemical & Atomic Workers International Union, Local 9-14 and Polymer Corporation Ltd.* (1966) 55 DLR (2d) Part 3, p. 198.



# Recent Regulations, Federal and Provincial

Saskatchewan revises minimum wage orders, increasing general weekly minimums by \$2

Ontario issues new regulations respecting hours and vacation pay

Quebec increases minimum rates for shoe industry

New Rules of Procedure issued by the Canada Labour Relations Board revised the provisions respecting the amount of fees or dues required to establish membership in good standing of a union.

In Saskatchewan, two general minimum wage orders and nine of the ten special orders for particular occupations were revised. The general weekly minimum for full-time adult workers in factories, shops, offices, hotels, restaurants, hospitals, amusement places, etc., was raised to \$40 a week in ten cities and to \$38 elsewhere. Minimums for drivers of heavy trucks, for hourly-rated construction workers and for employees in logging, lumbering and oil well drilling, were increased by 5 cents an hour.

In Ontario, regulations under the Hours of Work and Vacations with Pay Act were revised, bringing vacation pay requirements for terminated employees into conformity with this year's amendments to the Act. New regulations under the Public Service Act established a 40-hour week for members of the Ontario Provincial Police.

In Quebec, a new minimum wage for the shoe industry increased both hourly and piecework rates.

## FEDERAL

### Industrial Relations and Disputes Investigation Act

The Canada Labour Relations Board has revised its Rules of Procedure with respect to the payments required to establish union membership in good standing for purposes of the certification of unions as bargaining agents of units of employees under federal labour jurisdiction. The new rules were gazetted as SOR/66-275 on July 13.

A new provision states, that in order to be considered a member in good standing, a trade union member must have paid, on his own behalf, at least \$2 as union dues for or within the prescribed period prior to the date of the application for certification. The prescribed period commences on the first day of the third month preceding the calendar month in which the application for certification is made and ends on the date of the application.

An alternative provision states that members who have joined the union within this prescribed period must have paid, on their own behalf, on account of the union application or admission fee an amount of at least \$2.

Previously, the amounts of fees or dues necessary to establish membership in good standing were based on the amounts specified in the constitutions or by-laws of the unions.

There is also a saving clause. It provides that, notwithstanding the revisions, the Board may, in respect of applications for certification filed within two months from July 13, deem a person who would qualify under the old membership rule to be a member in good standing.

## NEW BRUNSWICK

### Tradesmen's Qualifications Act

A regulation gazetted on June 29 (Reg. 66-25) provides that the heavy equipment repair trade is to come within the scope of the New Brunswick Tradesmen's Qualifications Act on January 1, 1968. This means that, after that date, no person will be allowed to engage in this trade in this province unless he holds a certificate of completion of ap-

prenticeship or a certificate of qualification in the trade or is a registered apprentice.

An order in council gazetted on June 29 and effective September 1, 1966, established the first board of examiners for the heavy equipment repair trade.

## NEWFOUNDLAND

### Apprenticeship Act

An order of the Provincial Apprenticeship Board gazetted on April 26 added the trades of Power Commission electrician, machinist, linesman and operator to the list of apprenticeable trades.

Another order published on the same date approved the Newfoundland and Labrador Power Commission Apprenticeship Training Plan.

### The Regulations of Mines Act

Amendments to the Mines (Safety of Workmen) Regulations, 1957, strengthened the requirements with respect to first-aid equipment and attendants and added new provisions dealing with mine rescue equipment.

In addition to the first-aid appliances required by the First Aid Regulations of the Workmen's Compensation Board, it is now obligatory for every mine operator in Newfoundland to keep available at suitable locations stretchers and other necessary first-aid supplies. Previously, the operator was obliged to provide first-aid equipment where 25 or more persons were employed in mining or quarrying.

If a mine is operated on a shift basis and the number of men on each shift normally exceeds 15, the manager must now ensure that in addition to the first-aid services required by the Workmen's

Compensation Board, a person properly trained in first-aid is readily available during working hours. Formerly, first-aid attendants were required in mines or quarries employing 50 or more persons.

The operator must now provide such mine rescue equipment as the Chief Inspector deems necessary and must ensure that it is stored in an approved location.

The operator and manager are jointly responsible for seeing that the prescribed number of workmen are trained in the use and maintenance of mine rescue equipment. The training course must be one approved by the Chief Inspector.

A voluntary certification system is to be established whereby persons trained in mine rescue work may qualify for a certificate of competency. The Chief Inspector of the Department of Mines and Resources may issue a Certificate of Mine Rescue Training to a person who has complied with the requirements of an examination board composed of a mining inspector and an official of the mine at which he is employed.

The mine manager will be responsible for the supervision and direction of all mine rescue and recovery operations conducted at a mine. He must notify the Chief Inspector of all rescue and recovery operations conducted by rescue crews wearing masks or self-contained breathing apparatus.

The new regulations were gazetted on July 12 as Nfld. Reg. 59/66.

## ONTARIO

### Hours of Work and Vacations with Pay Act

The general regulations under the Ontario Hours of Work and Vacations with Pay Act have been revised. The new regulations were gazetted as O. Reg. 169/66 on June 25 and went into force on July 1, the same day as the 1966 amendments to the Act.

The amending Act extends vacation benefits to provide for a vacation of two weeks after three years of employment with a corresponding increase in vacation pay. This means that an employee is entitled to a vacation of at least one week with pay at the rate of 2 per cent of his earnings for each of the first three years of his employment; and, when he has completed 36 months of continuous or non-continuous employment, to a vacation of at least two weeks with pay at the rate of 4 per cent for each subsequent year of employment.

The new regulations amend the provisions respecting payments to terminated employees to bring them into conformity

with the Act. There were also some changes in the coverage of both the hours and vacations provisions, and new requirements designed to facilitate enforcement were added to the section on records.

The principal amendments are summarized below.

**Hours.** The Act limits the hours of employees in any industrial undertaking, other than managerial personnel and confidential employees, to 8 in a day and 48 in a week.

In the new regulations, the term "industrial undertaking" is again broadly defined, with the result that the hours restrictions, as before, apply to almost all industries and occupations. Some of the exemptions have been changed, however. Salesmen who are not employed at the employer's actual place of business or whose hours are not controlled by him are again excluded, but route salesmen are now subject to the hours restrictions. Also, shorthand reporters are no longer included among the professional exemptions.

The following new occupations have been exempted: resident superintendents janitors or caretakers of residential blocks; taxicab drivers; ambulance drivers and their helpers; fishing or hunting guides; and employees of small telephone companies with fewer than 300 subscribers.

The regulations, as before, set out the conditions under which the Industry and Labour Board may issue permits allowing employees to work beyond the statutory limits. Three types of authorizations are again provided for. One type limits overtime to 100 hours in each year for each employee. A second permits employees in non-productive work—engineers, firemen, watchmen, shippers and now receivers—to work up to 12 hours overtime in each week. In addition, the Board may issue a special permit authorizing extended hours in an undertaking where in its opinion the nature of the work or the perishable nature of the raw material being processed makes the working of overtime necessary.

The new regulations make it quite clear that, whatever the type of overtime permit granted, it does not preclude an employee from refusing to work beyond the statutory limits. The previous regulations expressly stated that this saving clause applied when the first two types of authorizations referred to above were issued, but did not specify whether or not it applied when a special permit for emergency overtime was granted.

**Vacations.** As indicated above, the provisions respecting vacation pay for

terminated employees have been amended to bring them into conformity with the Act.

On termination of employment, an employee with less than 36 months of continuous or non-continuous service must be paid an amount equal to 2 per cent of his pay for all work done by him during the period in respect of which he is entitled to vacation with pay. If an employee has completed 36 months or more, he is now entitled to an amount equal to 4 per cent of his earnings for the period.

All pay in lieu of vacation must be paid to the employee on termination of employment or on the employer's next following regular pay day. It must now be given in cash form, the stamp system of vacation credits having been discontinued for all employees except construction workers.

There is no longer any service requirement for employees who leave voluntarily. Previously, an employee who left his employment of his own accord had to have at least three months service in order to qualify for vacation credit, except in the construction industry.

As noted above, the stamp system of vacation credits remains in effect for construction workers. Every employer in the industry is again required to affix the requisite amount of stamps in a construction worker's stamp book within 10 days of its presentation, if employment is terminated; or on June 30 in each year, should his employment extend beyond that date.

Some changes were also made in the coverage of the vacation provisions. Persons in the business of funeral directing and embalming and salesmen who are not employed at the employer's actual place of business or whose hours are not controlled by him are no longer excluded, which means that these employees are now entitled to the same vacation benefits as other workers.

**Records.** Part III of the regulations, which deals with records, has been strengthened.

Hours of work records must now show the age of employees if under 18. This information is needed because a 1964 amendment to the Act limited the overtime of persons under 18 years to six hours in a week and empowered the Board to fix a premium rate for overtime worked by employees in this age-group. Such records must now be kept for at least 18 months.

Another new provision makes it compulsory for an employer to keep records of vacations granted. In this record he must show the date of commencement



of the employee's present term of employment and the anniversary date thereof, his earnings during each pay period, and his vacations with pay or payments to him in lieu of a vacation. These records are to be kept for a period of five years after work is performed by an employee

#### **Public Service Act, 1961-62**

New regulations under the Ontario Public Service Act establishing a regular work week of 40 hours for members of the Ontario Provincial Police Force and requiring the payment of a premium rate for certain overtime work, were gazetted on June 25 as O. Reg. 170/66.

The new regulations apply to all employees of the Provincial Police Force except commissioned officers and civilian staff.

The new regulations provide that a normal working week for a member of the Ontario Provincial Police Force is deemed to be five working days of eight hours each with a mealtime period of 45 minutes during each eight-hour period.

Overtime, which is to be computed to the nearest half hour, is defined as any additional time worked on a regular working day (unless less than half an hour) or any work performed on a holiday or on another day that is not a regular working day.

An employee must be paid at his regular hourly rate for each hour of overtime performed during the six-hour period immediately following his regular working period; and at one and one-half his regular rate for any additional hours worked that day.

If an employee is required to report for work prior to his usual starting time, or to return to work after leaving his place of employment at the end of his regular working period, or to report for work on any day that is not a regular working day, he must be paid at the rate of one and one-half his regular hourly rate for every hour of overtime worked. In no case may he receive less than four times his hourly salary. If, however, an employee works not more than one hour's overtime prior to the start of his usual working period, he may be given compensating time off at the end of the day, in which case he is not entitled to overtime pay.

A member of the Ontario Provincial Police who is required to work on a holiday must be allowed another day off at some other time, and is therefore not entitled to overtime for such work.

The new overtime requirements were made retroactive to May 15, 1966.

## **QUEBEC**

### **Minimum Wage Act**

In Quebec, a new minimum wage order for the shoe industry, No 7, 1966, increased rates for both pieceworkers and hourly rated employees.

Rates are again set on a zone basis with no change in the zone boundaries. Zone I, as before, comprises the Island of Montreal and the territory within a five-mile radius; Zone II comprises Quebec City and the area within a five-mile radius; and Zone III covers the rest of the province.

As before, employees in the pattern-making, cutting, sole leather, lasting, making and finishing departments are divided into five categories and lower minimums are set for beginners in each class except the lowest (Class 5). Hourly rates for these employees now range from \$1.88 to 88 cents in Zone I, from \$1.79 to 84 cents in Zone II, and from \$1.69 to 80 cents in Zone III.

Employees in the sewing department are again divided into three classes—A, B, and C. Hourly rates for these workers have been increased by 7 or 8 cents and now range from \$1.18 to 88 cents in Zone I, from \$1.12 to 84 cents in Zone II, and from \$1.06 to 80 cents in Zone III.

The minimum for office employees in the shoe industry has been increased from 85 cents to 88 cents an hour in Zone I, and from 80 cents to 84 cents in Zone II. The minimum remains 80 cents an hour in Zone III. The lower minimums previously payable to office employees during a 30-day probationary period have been dropped.

A new provision enables the Minimum Wage Commission to grant certificates to employees with a mental or physical handicap, authorizing them to work under different conditions from those established in any applicable order.

As before, wages are to be paid in cash or by cheque once a week, and the new order stipulates that no other method of payment may be put into effect unless authorized by the Commission.

The new order went into force on July 9, the date of publication, and will remain in effect until April 30, 1967.

## **SASKATCHEWAN**

### **Minimum Wage Act**

The Saskatchewan Minimum Wage Board has revised all of its minimum wage orders, except the one for janitors in residential blocks.

In this revision, the Board increased the general minimum for full-time adult workers in work place such as factories,

shops, offices, hotels, restaurants and amusement places by \$2 to \$40 a week in ten cities and \$38 a week elsewhere in the province. Rates for drivers of heavy trucks, employees in oil well drilling and in logging and lumbering, and for hourly rated construction workers, were increased by 5 cents an hour.

**Minimum Rates.** Although providing for some increases in rates, the Board has made no changes in its general approach to minimum wage setting. In the orders with the widest coverage, that is, the two general orders (Orders 1 and 4) and the five orders governing hotels, restaurants, educational institutions, hospitals, nursing homes and amusement places (Orders 2, 3, 5, 6 and 10), weekly rates are again set for employees who normally work 36 hours or more in a week and hourly rates for employees whose regular work week is less than 36 hours. The regional and age differentials have also been retained.

In the seven orders referred to above, the minimum for full-time employees 17 years and over is now \$40 a week in 10 cities (and within a five-mile radius), and \$38 a week elsewhere. The rates for full-time employees under 17 years are now \$38 and \$36, respectively.

These seven orders have set the same general part-time rates as formerly. The minimum for part-time adult workers remains \$1 an hour in the cities, and 95 cents an hour elsewhere. Part-time rates for employees under 17 years are 95 cents and 90 cents an hour, depending on the location.

In addition to the full-time and part-time rates referred to above, the two general orders again fix special rates for drivers of motor vehicles of up to 7,500 pounds gross weight and for delivery boys and messengers. The minimum for full-time taxi drivers and drivers of light delivery trucks has been increased by \$2 a week to \$43 a week in the cities and to \$41 in other parts of the province. There has been no change in the part-time rates for these employees, which remain \$1.10 an hour in the cities and \$1.05 in the smaller centres.

The minimum for full-time messengers and delivery boys has been increased by \$1.50 a week to \$29 a week in the cities and \$27 in the smaller places. The corresponding part-time rates are now 90 cents and 85 cents an hour. An employee in this category is no longer entitled to an additional payment for providing his own bicycle.

The rate for drivers of heavy trucks (over 7,500 pounds gross weight) was increased to \$1.20 an hour or 3½ cents a mile, whichever is greater. The minimum

for swambers and helpers was raised from \$1.05 to \$1.10 an hour.

The revised order for the logging and lumbering industry raised the minimum of cooks, cookees, bull cooks and watchmen from \$160 to \$165 a month and that of other employees from \$1 to \$1.05 an hour. These rates continue to apply to employees in logging and lumbering and in related operations such as river driving and rafting but no longer cover employees in factories connected thereto. The latter are now subject to the general orders.

The new minimum for employees in oil well drilling is \$1.15 an hour.

As indicated above, there was no change in the rates for janitors in residential blocks, which remain \$50 a week for those whose regular work week is 48 hours or more and \$1.15 an hour for those whose work week is less than 48 hours.

As a result of the changes described above, the minimum rates now in effect in Saskatchewan are as follows:

#### *General Rates*

- Ten cities: \$40 a week for full-time employees 17 years and over, \$38 for those under 17; \$1 an hour for part-time employees 17 years and over, 95 cents for those under 17.
- Elsewhere in province: \$38 a week for full-time employees 17 years and over, \$36 for those under 17; 95 cents an hour for part-time employees 17 years and over, 90 cents for those under 17.

#### *Occupation and Industry Rates*

- Drivers of taxicabs and light trucks:  
Ten cities: \$43 a week for full-time; \$1.10 an hour for part-time. Elsewhere in the province: \$41 a week for full-time; \$1.05 an hour for part-time.

#### *Delivery boys and messengers:*

Ten cities: \$29 a week for full-time employees; 90 cents an hour for part-time employees;

Elsewhere in the province: \$27 a week for full-time employees; 85 cents an hour for part-time employees.

#### *Truck drivers and helpers and swambers on trucks of more than 7,500 lbs.:*

Drivers, \$1.20 an hour or 3½ cents a mile, whichever is greater; Swambers and helpers, \$1.10 an hour.

#### *Janitors and caretakers in residential blocks:*

\$50 a week if work week is 48 hours or more; \$1.15 an hour if work week is less than 48 hours.

#### *Logging and lumbering:*

Cooks, cookees, bull cooks and watchmen, \$165 a month;  
Other employees, \$1.05 an hour.

#### *Operation of well drilling rig:*

All employees, \$1.15 an hour.

#### *Construction:*

Employees paid on an hourly basis, \$1.20 an hour.

#### *Student Rates*

#### *—students employed outside school hours:*

Ten cities: \$1 an hour if 17 years or over; 95 cents an hour if under 17.  
Elsewhere in province: 95 cents an hour if 17 years or over; 90 cents an hour if under 17.

#### *Public Holidays*

The principle change with respect to public holidays is that the new order for logging and lumbering provides, for the first time, holiday pay for employees in these industries. Employees who do not work on any of the eight specified public holidays must now be given a lump sum payment equal to 3 per cent of their

gross wages for the calendar year, exclusive of overtime. This payment is to be made on December 31 of the calendar year in which the holidays occur or on termination of employment, whichever is earlier.

Employees in logging and lumbering operations who work on a public holiday are entitled to the lump sum payment and must be paid, in addition, a sum equal their regular wages for all time worked. The latter amount is to be paid in the pay period in which it is earned.

Employees who are represented by a trade union may, however, choose to be governed by the general provision applicable to most employees in the province, i.e., that workers who do not work on any of the eight public holidays specified are entitled to their regular wages for the day. If a majority of employees in a unit belong to a union, the employer and the union may agree in writing to substitute the general provision for the lump sum payment.

#### *Deductions from Wages*

The four orders governing hotels, restaurants, educational institutions, hospitals and nursing homes contain substantially the same rules with respect to deductions or charges for board and lodging as formerly. In hotels and restaurants throughout Saskatchewan, the maximum charge to employees remains 25 cents for a night's lodging and 90 cents a day for meals or 30 cents for single meals. The same maxima apply in educational institutions, hospitals and nursing homes, except that they are now limited to persons receiving \$41 a week or less (previously \$39 a week or less).

#### *Effective Dates*

The new orders, which were gazetted as Sask. Reg. 173/66 to 183/66 on July 22 went into force on September 1.

## **Hoffa receives vote of confidence**

"Enemies of labour work around the clock in their efforts to pass crippling anti-strike legislation, to apply anti-trust provisions to free labour and to curtail our effectiveness at the bargaining table," James Hoffa, President of the International Brotherhood of Teamsters told 2,200 delegates at the Teamsters' Convention in Miami, July 4-7.

He asked the convention for blanket approval of a higher per capita tax to build a large bank balance for future strikes of major proportion, and action to clear the way for wider company,

area and industry bargaining. The convention also voted to work to bring wages, hours and working conditions of Canadian Teamsters on a par with those of American Teamsters. Hoffa said that Canadian Teamsters were paid \$1.50 an hour less than their American counterparts.

In a gesture to the Canadian Labour Congress (AFL-CIO), which expelled the Teamsters in 1957, Hoffa said that serious problems of jurisdiction would have to be worked out before reaffiliation could take place. And he added,

"We will return only with the reservation that where other unions fail to organize their jurisdiction, we will have the right to do so."

The delegates, representing 1,700,000 members of the world's largest union, momentarily decided against any move to reaffiliate with the Canadian Labour Congress, and re-elected Hoffa to another five-year term on July 6, raising his salary from \$75,000 to \$100,000 a year. They offered him also \$1,000,000 and more for legal fees to appeal two court convictions of jury tampering and mail fraud.



# Anti-discrimination Legislation Enacted in 1966

## Alberta adopts Human Rights Act

## Ontario passes the Age Discrimination Act

Two provinces enacted anti-discrimination laws at the 1966 sessions of the provincial Legislatures. Alberta adopted a Human Rights Act prohibiting discrimination in employment, in trade union membership, and in public accommodation on grounds of race, religious beliefs, colour, ancestry or place of origin. Ontario passed the Age Discrimination Act, 1966, making Ontario the second province, after British Columbia, to ban discrimination in employment on grounds of age.

### ALBERTA

The Alberta Human Rights Act, the first such law to be enacted in this province, prohibits discrimination in employment and in trade union membership, and in public places such as hotels, restaurants and stores. It went into force on September 1 and binds the Crown and its agencies.

When introducing the Bill, the Minister of Labour described the new legislation as a "recourse for abuses to the human mind and soul."

The principles upon which the new legislation is based are set out in the preamble, reading in part:

WHEREAS the Legislative Assembly of Alberta affirms that our Nation is founded upon principles that acknowledge the supremacy of God, the dignity and worth of the person and the position of the family as the foundations of freedom and justice in a democratic society; and

WHEREAS it is recognized in Alberta as a fundamental principle

that all persons are equal in dignity and human rights without regard to race, religious beliefs, colour, ancestry or place of origin; and

WHEREAS it is fitting that this principle be reaffirmed by the enactment of a measure whereby the rights of the individual may be safeguarded:

In keeping with these principles, the Act has established as public policy the idea that merit and ability should be the factors determining employment or treatment in employment. It expressly forbids an employer, or anyone acting on behalf of an employer, to refuse to employ, or to discharge any person, or to discriminate against anyone with regard to employment or any term or condition of employment because of his race, religious beliefs, colour, ancestry or place of origin.

The new legislation makes it clear that employment inquiries must be so worded that they show only the individual merits and qualifications of prospective employees with regard to the job to be filled, and do not elicit any information that could be used for discriminatory purposes. It prohibits the use or circulation of application forms, the publication of advertisements or the making of oral or written inquiries in connection with employment that directly or indirectly indicate discrimination. An applicant must not be required to furnish particulars as to his racial or religious background.

The above prohibitions apply to employment agencies as well as to employers.

In line with the practice in other jurisdictions, an exception is made, however, for domestic employment and for non-profit, religious, philanthropic, educational, fraternal or social organizations and for non-profit institutions operated to foster the welfare of a religious or ethnic group. Also, any refusal, limitation, specification or preference based on a *bona fide* occupational qualification will not be considered discrimination.

An individual's race, religious beliefs, colour, ancestry or place of origin must not be determining factors in admission to or membership in a trade union or an employers' organization. The Act expressly forbids a trade union or an employers' organization to exclude any person from membership or to expel or suspend or discriminate against any person or member on racial or religious grounds.

Equal rights of access to public facilities and services are also guaranteed by the Human Rights Act. It now makes it unlawful for any person in Alberta to deny anyone the accommodation, services or facilities of places that are customarily open to the public, or to discriminate against him with respect to the type of services offered because of his race, religious beliefs, colour, ancestry or place of origin.

Persons who lay complaints are protected against retaliatory action. The Act makes it an offence for any person to evict, discharge, suspend, expel or otherwise discriminate against any person because he has made a complaint, or given evidence, or assisted in any way in the initiation or prosecution of a complaint.

Procedures for enforcing the new legislation are similar to those in other jurisdictions in Canada, with the emphasis on conciliation and education rather than prosecution. A person who considers himself aggrieved may initiate proceedings by filing a written complaint with the Administrator—the officer responsible to the Minister for the administration of the Act. An informal inquiry will then be made and, if the matter is not settled at this stage, the Minister may, on the recommendation of the Administrator, appoint a board of inquiry to conduct a more formal investigation into the complaint. Upon receipt of the board's report, the Minister may issue whatever order he considers necessary to carry the board's recommendations into effect.

If a board of inquiry finds a complaint to be justified, in whole or in part, the person against whom the finding was made has 30 days in which to appeal to the district court. If an appeal is filed, the court will hear the case *de nova* and may confirm, reverse, or vary the findings and recommendations of the board of inquiry.

If necessary, a prosecution may be resorted to with the consent of the Minister. An individual found guilty of violating the Act is liable to a fine of up to \$100, and a corporation, trade union, employers' organization or employment agency, to a fine of up to \$500 for the first offence, and to double that penalty for a subsequent offence. In addition to the fine, an employer convicted of a discriminatory employment practice may be ordered to reinstate an employee who was unjustly suspended, transferred, laid off or discharged, and pay him compensation for lost wages.

Injunction proceedings may be instituted against persistent offenders. If a violation continues, the Minister may apply to the Supreme Court of Alberta for an injunction ordering the offending party to discontinue his discriminatory employment or accommodation practices.

Recognizing that legislation alone cannot change the attitudes of mind that are at the root of discrimination, the Act provides for educational programs to promote a public awareness of the law. In addition to his other duties, the Administrator is required to forward the principle that every person is equal in dignity and rights without regard to race, religious beliefs, colour, ancestry or place of origin; to promote an understanding of, acceptance of, and compliance with the legislation; and to develop

and promote educational programs designed to eliminate discriminatory practices.

## ONTARIO

The purpose of the Ontario Age Discrimination Act, which went into force on July 1, is to provide equality of opportunity for capable older workers who are presently denied work because of their age. Specifically, the Act makes it an offence for employers and unions to discriminate against persons between 40 and 65 years of age solely on grounds of age.

When introducing the legislation, the Minister of Labour said that there were a great many capable older workers, with many years of useful employment ahead of them, who had been denied the opportunity to work because of the popular, yet negative, attitudes regarding chronological age and employment.

We now had, he said, enough reliable information and studies from a wide range of agencies to indicate clearly that many of the myths and stereotypes held about the capabilities of the older worker were not only untrue, but could have a deleterious effect upon our development and productive economy. He further states:

We have all had personal experience of older workers whose lives have been blighted by difficulties in finding employment and these difficulties have often been based entirely on age. We can ill afford to lose the skills and capabilities of our senior workers. Mr. Speaker, in terms of dollars and cents, and considering the valuable contributions that older employees can make, it is wise to protect the employment opportunities of those older individuals who are capable and efficient workers.

This legislation will discourage the continuance of unfounded assumption as to job abilities based solely on age and will encourage to the greatest extent possible the practice of judging each individual applicant on his individual merits and with reference to particular standards of performance for the job in question.

The new Act makes it an offence, punishable by a fine, for employers and unions to discriminate against persons simply because they are between 40 and 65 years of age. An employer, or any person acting on behalf of an employer, must not refuse to employ any person or discharge anyone or discriminate against him with regard to employment, or any condition of employment because of his age. Neither may an employer refuse

promotion to an employed person solely because he is in the 40 to 65 age-group. Trade unions must not exclude from membership, or expel or suspend any person or discriminate against him because of his age.

Some exceptions are permitted. Subject to the approval of the Lieutenant Governor in Council, the Commission may exempt designated occupations from the Act, or from some of its provisions. The Act also makes it quite clear that the prohibition against age discrimination does not affect the operation of any *bona fide* retirement or pension plan, or the terms or conditions of any *bona fide* group or employee insurance plan.

The responsibility for the administration of the new anti-discrimination law is vested in the Ontario Human Rights Commission, the agency that enforces the Ontario Human Rights Code.

Enforcement procedures are similar to those in the Ontario Human Rights Code, with the emphasis on discussions and conciliation, rather than prosecution and penalties. A person who thinks that he has been discriminated against by an employer, or a union, because of his age, may initiate proceedings by filing a written complaint with the Commission. The Commission itself, or a person designated by it, may then make an informal inquiry into the complaint. If discrimination is indicated, the Commission will try to persuade the discriminating party to change his policy.

If a settlement cannot be reached through conciliation, the Minister of Labour may, on the recommendation of the Commission, appoint a board of inquiry to conduct a further investigation into the complaint. If the board finds the complaint a valid one, it must recommend to the Commission the course that ought to be taken with respect to the complaint.

The Minister of Labour may, on the advice of the Commission, issue whatever order he considers necessary to implement the board's recommendations. Such an order is final and must be complied with according to its terms.

If efforts to persuade the discriminating party to change his practices have failed, a prosecution may be resorted to with the written consent of the Minister. An individual convicted of violating the Act is liable to a fine of up to \$100, and a corporation, union, employers' organization or employment agency, a fine of up to \$500.

If a violation continues, the Minister may initiate injunction proceedings against the offender.



# Number of Unemployment Insurance Claimants Declines With Seasonal Increase in Employment

Claimants for unemployment insurance benefit numbered 181,300 on June 30, more than 36,000, or about 17 per cent, below the May 31 total of 217,600, but virtually unchanged from that of one year ago. The decline from last month was mainly due to a reduction in the number of male claimants, suggesting a continuation of the seasonal expansion in industries that employ mainly men. For example, males accounted for about 60 per cent of the claimants on June 30, a substantial drop from the proportion that prevailed during the winter months, when they comprised approximately three-quarters of all claimants.

The sex composition of the long-term (27 weeks or more) claimant group shows little response to the seasonal increase in economic activity characteristic of spring and early summer. This long-term category tends to include a relatively high proportion of workers on their way out of the labour market and therefore not much influenced by improving conditions. The fact that seasonal benefit is not paid after mid-May, may also be a contributing factor.

The following table presents data concerning the more important elements arising from the operation of the Unemployment Insurance Act.

Summary Table

Activity	June 1966	May 1966	June 1965	Cumulative Data 1966	
				January to June	12 months ending June
			(thousands)		
Insured population at month-end..	—	4,687	4,601	—	—
Initial and renewal claims filed:					
Total.....	68	91	72	814	1,552
Initial.....	49	68	51	628	1,167
Renewal.....	19	23	21	186	385
Claimants currently reporting to local offices.....	181	218	181	392*	308*
Beneficiaries (Weekly average).....	141	298	153	340*	238*
Weeks compensated.....	619	1,252	672	8,438	11,798
Benefit paid.....	\$14,712	29,959	16,229	208,504	228,647
Average weekly benefit.....	\$23.78	23.93	24.14	24.71	24.47

\* Monthly average

## Initial and Renewal Claims

A total of 68,400 initial and renewal claims were filed at local offices across Canada during June, in comparison with 91,000 in May and 72,000 a year ago. Of the June claims 90 per cent were from persons separated from employment during the month, whereas only three quarters of the May claims were thus classified.

## Beneficiaries and Benefit Payments

The average weekly number of beneficiaries was estimated at 140,600 in June, compared with 298,100 in May and 152,800 one year ago. Benefit payments amounted to \$14.7 million in June, \$30.0 million during May 1966, and \$16.2 million in June 1965. The sharp May-to-June decline in beneficiaries and benefit payments is associated with the termination of benefit to claimants under the seasonal benefit provisions. The average weekly benefit payment was \$23.78 in June, \$23.93 in May, and \$24.14 a year ago.

## Provincial Data

All provinces shared in the decline in the number of claimants between May and June, the percentage decreases in the Atlantic Provinces, Quebec and the Prairies Provinces being considerably greater than in Ontario and British Columbia. The declines were also substantially greater for males. In comparison with one year ago, there was no change at the national level, but the number of claimants ranged from 23 per cent lower in Alberta to 10 per cent higher in British Columbia.

## Insurance Registrations

On June 30, insurance books or contribution cards had been issued to 4,447,177 employees who had made contributions to the Unemployment Insurance Fund since April 1.

On the same date, registered employers numbered 344,728 a decrease of 1,133 since May 31.

## Enforcement Statistics

During June, 9,736 investigations were conducted by enforcement officers across Canada. Of these, 7,021 were spot checks of claims to verify the fulfilment of statutory conditions, and 741 were miscellaneous investigations. The remaining 1,974 were investigations in connection with claimants suspected of making false statements to obtain benefits.

Prosecutions were begun in 318 cases, 120 against employers and 198 against claimants.\* Punitive disqualifications as a result of false statements or misrepresentations by claimants numbered 661.\*

## Unemployment Insurance Fund

Revenue received by the Unemployment Insurance Fund in June totalled \$33,224,965.79, compared with \$33,434,138.52 in May and \$31,644,007.71 in June 1965.

Benefits paid in June totalled \$14,674,856.77, compared with \$29,991,590.13 in May and \$16,329,491.12 in June 1965.

The balance in the Fund on June 30 was \$155,118,709.49. On May 31, it was \$136,568,600.47; and on June 30, 1965, it was \$38,036,006.82.

\*These do not necessarily relate to the investigations conducted during this period.

# Decisions of the Umpire

## Under the Unemployment Insurance Act

### CUB 2569

The claimant filed an initial application for benefit on Aug. 10, 1965. She had worked as a drug store sales clerk in Vancouver, from February 1964 to June 1965, for \$1.25 an hour.

As her reason for separation from employment, the claimant stated that her husband had obtained work in Prince George, and that she and her children had had to move there. She said that she had been unemployed since June 12, 1965, and that she was available for part-time work only, "no full-time work. That is the pattern that I worked in before." She would accept only part-time work because she had three children to look after. She had no transportation of her own, and she wanted exactly the same arrangement she had had before, "the place of work fairly close to home (within walking distance) and as a relief clerk."

The local office pointed out that there were very few vacancies for part-time work in drug stores in the area, and that usually an eight-hour shift is worked, some employees being required to work a split shift up to 9 p.m.

The insurance officer disqualified the claimant and suspended benefit from Aug. 8, 1965, for three days of each and every week on the ground that, by restricting herself to part-time work, she had failed to prove she was available for work on those days, as required by the Act.

On Sept. 21, 1965, the claimant appealed to the board of referees, and stated, in part:

I had previously received a letter from the Commission stating I was disqualified from benefit for three days of each and every week due to limiting myself to part-time employment . . .

Today . . . I received by mail my first complete two-week benefit cheque since registering my claim . . . I have received a \$5 weekly benefit, instead of the approximate weekly benefit of \$11 I understood my paid-in unemployment stamps would qualify me for . . . I wish now to appeal this disqualification and the amount of weekly benefit designated to me during the

time I am unable to find suitable employment.

From February 1964 through to June 1965 I held a permanent position as a part-time sales clerk . . . In this job, I worked regularly three days a week, and during this 18-month period my employer deducted weekly contributions for Unemployment Insurance from my earnings as he did for all his full-time employees. Consequently regular weekly contributions were made by myself and my employer on the basis of my normal work week, which in my case consisted of only three working days . . .

I gave up my job just prior to our move to Prince George in June. I attempted, on my own, to find a similar position here. However it appeared your drug stores were well staffed at that time . . .

Upon receipt today of my first two-week full benefit, I am wondering if there has been a precedent for my claim for benefit in your area. I find it difficult to understand if a full-time worker receives full benefit according to her average weekly contributions paid and is available for employment on a full-time basis, why, in my case, does this also not apply? . . . I am ready, able and willing to take suitable employment in the full three-day work week pattern as before.

Weekly contributions to the Fund were made by both my employer and myself and were computed at the same rate from my earnings as for a full-time employee. I have made myself available, here, to employers on a call-in daily basis until a steady position is available with them.

It does not seem quite just that the amount of benefit my average rate of weekly contributions should provide, until I can find steady employment, [should] be halved through disqualification, when the situations appear parallel . . . Under these circumstances I feel that a review of my claim [is justified and that] the three-day disqualification should be abolished and a reassessment [made] of my weekly benefit . . .

The insurance officer commented:

As the claimant continued to restrict herself to three days a week, the insurance officer considered that the claimant had still failed to prove she was available for work for three days a week within the meaning of the Act.

For the benefit of the claimant, and to assist her to understand the principles involved in her appeal, it should be mentioned that contribution rates are determined on a weekly basis, according to the earnings of the individual during that week. Benefit rates are also determined on a weekly basis and are dependent upon the average rate of contributions over a period of time.

When, as in the present case, a claimant declares that she is available for work on only a certain part of the week, and therefore not available during the remainder of the week, for either personal or other reasons, she is considered to have failed to prove her availability for work within the meaning . . . of the Act for that part of the week during which she is not available for work. (Umpire's decision, CUB 1469).

The board of referees heard the case and reached the unanimous decision that the claimant had proved she was available for work, reinstated the claimant, and ordered that benefits of \$11 weekly be paid her, retroactive to August 8, 1965.

The board also stated that there should be special provision under the Act covering those individuals who are part-time employees and who have a pattern of specific part-time employment. Such provisions would end discrimination in respect to contributions and benefits in regard to part-time workers.

The insurance officer's appeal to the Umpire reads:

. . . The claimant states that she had left her part-time job in Vancouver just prior to her move to Prince George. . . . She indicates further that she had attempted to find a similar job on her own at Prince George, and when she decided to file a claim she was still unable to find work of the



type and pattern she wanted. Thus, it appears that, when she filed her claim . . . the claimant had already had about eight weeks in which to explore the possibilities of the labour market in Prince George, and had the opportunity to realize the difficulty of obtaining employment of the pattern she desired in her new area, which was so much smaller than Vancouver. The lack of possibilities of employment under the claimant's restrictive conditions is further evidenced by the report of the National Employment Service in the area. . . .

Notwithstanding the claimant's already elapsed period of unemployment, during which she could explore and had allegedly explored the possibilities of part-time employment, restricted to three days a week and to a walking distance from her home, in the much smaller locality of her new residence, the insurance officer decided rather generously that she was entitled to more time to try to find similar work in Prince George, and allowed her claim in respect of three days a week for which she declared herself available. However, he declared her disqualified for her failure to prove that she was available for work in respect of three days of each week.

It is submitted that the board of referees erred in allowing the claimant's appeal and in deciding that she was entitled to receive benefit at the full weekly rate established in her case, particularly as the board remarked that there should be special provision . . . covering those individuals who are part-time employees and who have a pattern of specific part-time employment, adding that such provision would end discrimination in respect to contributions and benefit in regard to part-time workers. A board of referees, like all adjudicating authorities, must take the Act as it is; and, having realized that [the Act] provided for disqualification of a claimant in respect of every day for which he fails to prove that he is available for work, the board had to apply the provisions of the Act and could not conclude, contrary to the clear evidence, that the claimant was entitled to receive benefit at the full weekly rate established in her case.

The board's decision is thus contrary to the specific provisions . . . of the Act. . . . An amount equal to one sixth of the weekly rate of benefit applicable to the claimant had to be deducted, in respect of three days a week she was not prepared to work, from the benefit otherwise payable to

her for each week. CUB-1469, which was called to the attention of the board, was a pertinent decision and precedent, which should have been followed by the board of referees.....

### Considerations and Conclusions

As the insurance officer has appealed this case on the question of whether the claimant ought to have been disqualified for three days of each week, the question of whether the claimant has shown that she was available for work at all has not been dealt with. It would seem, however, that this should have been examined by the insurance officer in the first instance.

The claimant must understand that the payment of contributions to the Unemployment Insurance Fund does not automatically entitle her to benefit simply because she has become unemployed. She must still show that she meets the other requirements of the Act. One of these requirements is that any claimant must prove, "in respect of every day" for which he is claiming benefit, that he is available for work within the meaning . . . of the Act, as that term has been defined by past jurisprudence.

After nearly three months of unemployment, the claimant not only continued to restrict herself to the exact pattern of part-time work she had previously enjoyed in a much larger city, but the job she would accept must be within walking distance of her home. Under those circumstances, the evidence should show that there was normally some demand for the services the claimant was prepared to offer before I can agree that she has proved her availability. In the material filed there is no such evidence. Indeed the claimant's admitted failure to find such work casts serious doubt on the existence of any such demand.

As a consequence, I decide to allow the insurance officer's appeal.

### CUB 2582

On Aug. 5, 1965, the claimant filed an application for benefit and reported that he had been employed at a wage of \$125 per week, and that he had been laid off because of a "mass layoff and holiday shutdown." He was paid holiday pay in the amount of \$474.17.

The employer had previously advised the local office when the plant's general holiday period would take place. Since renovations were being made to the plant, the claimant's job was not available when he returned from holidays, and he therefore remained unemployed.

On Sept. 24, the insurance officer notified the claimant that his holiday pay was earnings and was allocated to the

weeks commencing Aug. 15, 22, 29 and Sept. 5 in the amounts of \$125, \$125, \$125, and \$99.17. The claimant was therefore disqualified from receipt of benefit for those weeks.

On Sept. 14, the claimant appealed the disqualification to the board of referees as follows:

Please be advised of my intention to appeal the decision to deny me benefits for the week of Sept. 5, 1965. This decision was based on my three-week vacation and pay from Aug. 15 to Sept. 4 inclusive, being in excess of my average earnings for a three-week period. The additional monies I received in excess of three regular weeks earnings is a vacation bonus designed to cover the additional expenses incurred while on vacation, and should not in my opinion be applied to the week of Sept. 5, when I was on layoff from my employer. . . .

A communication from the employer stated that in the firm's agreement with the union, no part of the percentage of total annual earnings on which vacation pay was based was referred to as vacation bonus.

After the board heard the case, the conclusions of the majority read:

. . . There was made available to the board the "Master Agreement" between the employers and the union. It became evident that the so-called vacation bonus was specifically referred to as "vacation pay" throughout the sections of the contract related thereto, and the majority of the board were convinced that this is a part of the remuneration of the employees covered under the contract, and is, therefore, subject to the circumstances under which the insurance officer made his decision. . . .

The dissenting member of the board said:

. . . I feel that all monies paid at the time of the vacation period were listed as vacation pay and vacation bonus. On returning from vacation . . . the claimant was unable to return to his place of employment due to the fact that renovations were being made to the plant, which constituted a layoff for the claimant.

The appeal was dismissed, and the claimant's union appealed to the Umpire on the grounds that "on the evidence presented to the board of referees, the union agrees with the dissenting opinion."

The insurance officer then submitted the following observations:

The existence of a general continuous holiday period, as well as the determination of vacation pay as earnings . . . and the allocation of vacation pay to the holiday period . . . are not disputed by the union. The only point in dispute is the allocation . . . of the vacation pay in the amount of \$99.17 to the week of Sept. 5, 1965.

The contention of the claimant to the effect that the vacation pay in excess of his usual normal earnings for the three-week holiday period is a vacation bonus, is not supported by the information obtained from the employer; also, in the opinion of the majority of board of referees, it is not supported by the "Master Agreement."

The amount of vacation pay is shown by the employer . . . to be \$474.17. The weekly rate of the claimant's usual normal earnings is \$125. Commencing with the first week

of the holiday period, that amount was . . . properly allocated to each of the weeks in the holiday period . . . and the amount in excess of \$375 was properly allocated to the week commencing Sept. 5, 1965.

It is contended by the union and the claimant that the vacation pay in excess of the earnings allocated to the three-week holiday period is a bonus and should not have been allocated to the week immediately after the holiday period.

The board of referees had the opportunity to review the vacation pay clauses of the "Master Agreement" . . . By majority decision, the board came to the conclusion that there is no evidence in support of the contention of the union and claimant.

It is submitted that the majority decision of the board is in accordance with established jurisprudence and

should be confirmed (CUBs 1930, 2305A and 2321). . . .

### Considerations and Conclusions

There is no evidence to support the union's contention that that part of the claimant's "vacation pay" in excess of three weeks normal earnings was a bonus. In fact the evidence quite clearly shows that the excess arose for the usual reason that when vacation pay is calculated as a percentage of annual earnings, the result frequently is in excess of the corresponding normal weekly earnings.

The claimant's holiday pay is not accepted by [the Act] and, pursuant to the established jurisprudence . . . it was properly allocated by the insurance officer to consecutive weeks commencing with the first week of the plant shutdown.

As a consequence, I decide to disallow the union's appeal.

## Wage Schedules In July

During July, the Department of Labour prepared 333 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations for works of construction, remodeling, repair or demolition, and other services in various parts of Canada.

In the same period, 255 contracts in these categories were awarded. In addition, 241 contracts that contained the General Fair Wages Clause were awarded by Central Mortgage and Housing Corporation, and the Departments of Defence Production, Post Office, Public Works and Transport.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned or to others who have a *bona fide* interest in the execution of the contract.

Contracts awarded in July for the manufacture of supplies and equipment were as follows:

Department	No. of Contracts	Aggregate Amount
Defence Production	102	\$772,550.00
Post Office	4	71,037.75
RCMP	1	69,483.00
Transport	1	18,616.00

During July, the sum of \$9,670.14 was collected from 19 contractors for wage arrears due their employees as a result of the failure of the contractors, or their subcontractors, to apply the wage rates and other conditions of employment required by the schedule of labour conditions forming part of their contract. This amount is for distribution to the 173 workers concerned.

### Teamsters elect general vice-president

Frank Edward Fitzsimmons, 58-year-old Detroit Teamster vice-president, was elected General Vice-President of the 1,700,000-member International Brotherhood of Teamsters on July 7. James Hoffa's choice of Fitzsimmons crowns a 30-year association between the two men that started when Fitzsimmons joined Hoffa's local as a truck driver in 1935. He was named an organizer in 1936, was elevated to second spot in the local about 1940, and was named

one of 13 Teamster international vice-presidents on the death of Owen B. Brennan in 1961.

Fitzsimmons still serves as vice-president of 16,000-member Local 299, where he runs the day-to-day business for Hoffa who is still president of the local. Since 1945 he has been secretary-treasurer of the 80,000-member Michigan Conference of Teamsters and vice-president of Teamster Joint Council 43 in Detroit since 1959.

### Japan enters new labour era

Japan is entering into a new era of labour-management relations, reports the *Financial Post*. The falling away of paternalism, which the report describes as a leftover from the Japanese feudal system, can be seen in companies that are adopting the merit system and abandoning the traditional form of promotion based on length of service.

The report cited a hypothetical case of a university graduate with 20 years' service. If his work is average he would earn \$580 a month. If he does exceptional work he would be paid \$700, and if he is at the other end of the merit scale, he would earn only \$470. Equality of pay regardless of the age or sex of an individual is another step forward. Several companies are also extending the retirement age to 57 from 55.

The examples cited by the report were those of the more progressive Japanese companies. In general, the old paternalism still predominates, and a man works for one company all his life, making slow but steady progress to retirement. The report states that this lack of mobility in the labour force is becoming more obviously frustrating as companies decide to merge. What does the new company do with surplus employees and executives?

Some industries persuade older workers to retire ahead of schedule, while younger men go on half time or are sent on extended vacations with half pay. And some firms have been forced to let their workers go—an almost unheard of practice in the post-war era.



# Publications Received in Department of Labour Library

The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed by making application to the Librarian, Department of Labour, Ottawa. Students must apply through the library of their institution. Applications for loans should give the number (numeral) of the publication desired and the month in which it was listed in the LABOUR GAZETTE.

## Agriculture

1. IOWA. STATE UNIVERSITY OF SCIENCE AND TECHNOLOGY, AMES. CENTER FOR AGRICULTURAL AND ECONOMIC ADJUSTMENT. *Labor Mobility and Population in Agriculture. [Papers] assembled and published under the Sponsorship of the Iowa State University Center for Agricultural and Economic Adjustment.* Ames, Iowa State University Press, 1961. Pp. viii, 231.

2. *Agricultural Rehabilitation and Development Act; Federal-Provincial Rural Development Agreement, April 1, 1965 to March 31, 1970.* Ottawa, Published under the authority of the Hon. Maurice Sauvé, Minister of Forestry, 1965. Pp. 29.

## Collective Bargaining

3. MIERNYK, WILLIAM H. *The Economics of Labor and Collective Bargaining.* Boston, Heath, 1965. Pp. 502.

Intended as a university textbook. Examines American trade union history, trade union policy, structure, government and objectives, collective bargaining processes and issues, the labour market, and manpower management.

4. VOSLOO, WILLEM BENJAMIN. *Collective Bargaining in the United States Federal Civil Service.* Chicago, Public Personnel Association, 1966. Pp. 226.

An examination of labour relations in the U.S. Federal civil service since the promulgation of Presidential Executive Order 10988 of January 17, 1962. "The salient features of the Order are employee rights, the recognition of employee organizations, unit determination, the scope and form of employee participation, management rights, grievance and appeal procedures, arbitration, implementation responsibility, and coverage."

## Discrimination In Employment

5. STRAUSS, GEORGE. *Public Policy and Discrimination in Apprenticeship,* by George Strauss and Sidney Ingerman. Berkeley, University of California, Institute of Industrial Relations, 1965. Pp. 285-331.

Concerns the difficulty that Negro young men have in being accepted as apprentices and thus in finding suitable jobs. The authors state, "Underrepresentation [for Negro apprentices in unions] is due not so much to discrimination against Negroes as it is to discrimination for relatives and friends. In addition, lack of motivation to enter apprenticeship, lack of knowledge of how to apply, and inadequate

training and education all contribute to the present imbalance."

6. U.S. CONGRESS. HOUSE. COMMITTEE ON EDUCATION AND LABOR. *Equal Employment Opportunity, 1965. Hearings before the General Subcommittee on Labor of the Committee on Education and Labor, House of Representatives, Eighty-ninth Congress, First Session on H.R.8998 and H.R.8999, Bills to more effectively prohibit Discrimination in Employment because of Race, Color, Religion, Sex, or National Origin, and for Other Purposes.* Washington, GPO, 1965. Pp. 296.

Hearings held June 15; July 19, 20 and 21, 1965.

The Committee met to consider some bills which would amend Title VII of the Civil Rights Act of 1964, providing for the protection of equal employment opportunities.

## Economic Conditions

7. INTERNATIONAL TRADE UNION STUDY SESSION ON AREAS IN PROCESS OF DEVELOPMENT OR REDEVELOPMENT, KIFISSIA, GREECE, 1961. *Final Report,* by the Division for Social Affairs of the O.E.C.D. [Paris, Organization for Economic Cooperation and Development, n.d., 1962?] Pp. 311.

8. MYRDAL, GUNNAR. *Challenge to Affluence.* Rev. and expanded ed. New York, Vintage Books, 1965. Pp. 183.

9. NATIONAL PLANNING ASSOCIATION. *Long-range Projections for Economic Growth: the American Economy in 1970; a Staff Report.* Washington, 1959. Pp. 96.

"Part I discusses the uses of long-range projections, the methods by which such projections are made and some summary results for alternative model projections in 1965 and 1970. Part II discusses in detail the procedure for making such projections, using as an illustration the 1970 judgement model projection."

10. ROBINSON, EDWARD AUSTIN GOSSAGE, Ed. *Problems in Economic Development; Proceedings of a Conference held by the International Economic Association,* edited by E. A. G. Robinson. London, Macmillan; New York, St. Martin's Press, 1965. Pp. xxi, 625.

Contains papers and summary records of a Congress on the Economics of Development held in Vienna in 1962. The congress was held in four sections: the determinants of economic progress; industrialization and methods of increasing labour productivity; techniques and problems of development planning; and, the stabilization of primary producing economics.

## Economic Surveys

The following seven economic surveys were prepared by the Organization for Economic Co-operation and Development and published in Paris in late 1965 and 1966.

11. *Denmark*. January 1966. Pp. 31.
12. *Germany*. December 1965. Pp. 40.
13. *Iceland*. December 1965. Pp. 31.
14. *Ireland*. February 1966. Pp. 39.
15. *Japan*. December 1965. Pp. 38.
16. *Switzerland*. February 1966. Pp. 35.
17. *United States*. December 1965. Pp. 38.

#### Economics

18. FELLNER, WILLIAM JOHN. *Probability and Profit; a Study of Economic Behavior along Bayesian Lines*. Homewood, Ill., R. D. Irwin, 1965. Pp. 239.

19. GHOSH, ALAK. *Experiments with Input-output Models; an Application to the Economy of the United Kingdom, 1948-55*. Cambridge [Eng.] University Press, 1964. Pp.148.

20. MARSCHAK, JACOB. *Income, Employment, and the Price Level; Notes on Lectures given at the University of Chicago, Autumn, 1948 and 1949*. Edited and with a preface by David I. Fand and Harry Markowitz. New York, Augustus M. Kelley, 1965. Pp.95.

21. NERLOVE, MARC. *Estimation and Identification of Cobb-Douglas Production Function*. Chicago, Rand-McNally, 1965. Pp. 193.

"Based on a series of lectures given before the Econometrics Workshop at the University of Minnesota in 1959."

Supported in part by National Science Foundation grant NSF GS-142 to Stanford University.

#### Education, Vocational

22. BRITISH ASSOCIATION FOR COMMERCIAL AND INDUSTRIAL EDUCATION. *The Industrial Training Act; Report of the BACIE Conference, London, 29 April, 1964*. London [n.d., 1965?] Pp. 36. On cover: Industrial training, whose responsibility?

Contents: The Industrial training act [by] Rt. Hon. Joseph Godber. Legislation, industry and education [by] C. Henninger-Heaton. Trade unions and the Industrial training act [by] G. H. Lowthian. Discussion. Summing-up [by] J. G. Stewart.

The Industrial Training Act of Great Britain was passed in 1964.

23. ALEXANDER, ROBERT JACKSON. *Organized Labor in Latin America*. New York, Free Press [1965] Pp. x, 274.

The author, Professor of Economics at Rutgers University, is an authority on economic and political developments in Latin America. He discusses social conditions, political activities of labour, and collective bargaining in Latin American countries, and devotes 12 chapters to individual countries, and additional chapters to Central American and Caribbean area countries.

#### Labour Laws and Legislation

24. KAHN-FREUND, OTTO, Ed. *Labour Relations and the Law, a Comparative Study*. London, Stevens; Boston, Little, Brown, 1965. Pp.231.

"Originated in a Colloquium on Labour Law which took place at the Institute of Advanced Legal Studies of the University of London in December 1962.....organised by the United Kingdom National Committee on Comparative Law."

"... A comparative survey and analysis of the legal regulation of collective bargaining in industry, and industrial conflict." Part 1 deals with collective bargaining and the law in Great Britain, U.S., Belgium, France, Germany, Italy, the

Netherlands, and Switzerland. Part 2 deals with industrial conflict and the law in Great Britain, Eire, U.S., Belgium, France, Germany, Italy, and Switzerland.

25. U.S. BUREAU OF EMPLOYMENT SECURITY. UNEMPLOYMENT INSURANCE SERVICE. *Comparison of State Unemployment Insurance Laws*. January 1, 1966. Washington, GPO, 1965 [i.e. 1966] 1 volume (various pagings).

#### Labour Supply

26. CALIFORNIA. COMMISSION ON MANPOWER, AUTOMATION AND TECHNOLOGY. *Hearings, Los Angeles, California, December 10 and 11, 1964, May 1965*. San Francisco, 1965. Pp.212.

27. HARBISON, FREDERICK HARRIS. *Manpower and Education; Country Studies in Economic Development*. Frederick Harbison [and] Charles A. Myers [editors] New York, McGraw-Hill [c1965] Pp. 343.

"A joint project of the Industrial Relations Section, Princeton University and the Industrial Relations Section, Massachusetts Institute of Technology, as part of the Inter-university Study of Labor Problems in Economic Development."

Contains 11 essays on human resource development and its relationship to economic growth in a number of developing countries in Latin America, Asia and Africa.

28. ONTARIO ECONOMIC COUNCIL. *Education, Retraining, Immigration; Human Resource Development in the Province of Ontario; a Report*. Toronto, 1965. Pp.16.

Contents: Skilled manpower survey, Ontario, 1965-66; summary. Report of the Ontario Economic Council Inter-governmental Committee on Immigration and Human Resource Development. The three-pronged attack: education, re-training, immigration [by] Hon. John R. Nicholson. Co-ordinated manpower policy [by] Hon. H. L. Rowntree. Economic growth rate dependent on skill development [by] Hon. Stanley J. Randall. Wider an improved educational opportunities [by] Hon. William G. Davis.

29. U.S. CONGRESS. SENATE. COMMITTEE ON LABOR AND PUBLIC WELFARE. *The Labor Market Role of the State Employment Services. Prepared at the Request of Hon. Joseph S. Clark, chairman, Subcommittee on Employment and Manpower of the Committee on Labor and Public Welfare, United States Senate*. Washington, GPO, 1964. Pp. 942. At head of title: 88th Cong., 2d sess. Committee print.

#### Labouring Classes

30. GOUGH, JOHN S. *Interviewing in Twenty-Six Steps*. London, British Association for Commercial and Industrial Education, 1961. Pp. 18.

31. PORTER, LYMAN H. *Properties of Organization Structure in Relation to Job Attitudes and Job Behavior*, by Lyman W. Porter and Edward E. Lawler. Berkeley, University of California, Institute of Industrial Relations, 1965. Pp. 23-51.

A review of the results of published research, prior to 1964, which examines "whether differences in the structure of organizations are related to differences in the attitudes and behavior of their members."

32. SPIELMEYER, GUNTER. *Ascertaining Entitlement to Compensation for an Industrial Injury; General Report by Gunter Spielmeyer, with National Reports from Federal Republic of Germany, France, Netherlands, Poland, Sweden,*



Thailand, United Kingdom, United States of America (State of New York), and Yugoslavia. Brussels, International Institute of Administrative Sciences, 1965. Pp. 317.

Study undertaken by a joint committee of the International Association of Legal Science and the International Institute of Administrative Sciences.

33. U.S. BUREAU OF LABOR STANDARDS. *Teach them to lift*. Rev. ed. Washington, GPO, 1965. Pp. 22. Explains the proper way to lift weights, step-by-step.

34. U.S. CONGRESS. HOUSE. COMMITTEE ON EDUCATION AND LABOR. *Overtime Penalty Pay Act of 1964. Hearings held jointly before the General Subcommittee on Labor and Select Subcommittee on Labor of the Committee on Education and Labor, House of Representatives, Eighty-eighth Congress, Second Session, on H.R.1680 and H.R.9802, Bills to amend the Fair Labor Standards Act of 1938, as amended, to improve the Act's Overtime Standards . . .* Washington, GPO, 1964. 2 parts.

Hearings held Feb. 17, 1964-July 21, 1964. The purpose of the hearings was to get opinions on President Johnson's proposal to reduce or discontinue the practice of overtime so as to create more jobs and to lower the rate of unemployment.

35. U.S. EMPLOYMENT SERVICE. *Health Careers Guidebook*. 2d. ed. Washington, GPO, 1965. Pp. 251.

#### Minimum Wage

36. U.S. DEPARTMENT OF LABOR. WAGE AND HOUR AND PUBLIC CONTRACTS DIVISIONS. *Motor Carriers, a Study to Evaluate the Need for and Feasibility of extending Overtime Provisions to Employees of Motor Carriers. Submitted to the Congress January 1966*. Washington, GPO, 1966. 1 volume (various pagings).

37. U.S. DEPARTMENT OF LABOR. WAGE AND HOUR AND PUBLIC CONTRACTS DIVISIONS. *Nursing Homes and Related Facilities; a Study to Evaluate the Feasibility of Extending Minimum Wage and Overtime Protection under the Fair Labor Standards Act. Submitted to the Congress January 1966*. [Washington, GPO, 1965] 1 volume (various pagings).

#### Poverty

38. HUNTER, ROBERT. *Poverty; Social Conscience in the Progressive Era*. Edited by Peter d'A. Jones. New York, Harper & Row, 1965. Pp. 382.

The author of this study written in 1904, was a social reformer.

39. SHOSTAK, ARTHUR BENETT, Ed. *New Perspectives on Poverty*, edited by Arthur B. Shostak and William Gomberg. Englewood Cliffs, N.J., Prentice-Hall, 1965. Pp. 185.

Contains 19 essays which deal with various issues related to poverty.

#### Sociology

40. CANTRIL, HADLEY. *The Psychology of Social Movements*. New York, Wiley, 1963 [c1941] Pp. 274.

An interpretation of certain social movements, for example, Nazism in Germany, and shows how a movement arises in a particular social context and how each has its characteristic followers and special appeals.

41. *Family Mobility in our Dynamic Society*. Ames, Iowa State University Press [1965]. Pp. 283.

Papers given at a conference held Sept. 30 to Oct. 3, 1963, at Ames, Iowa, sponsored by the Center for Agricultural and Economic Development, Iowa State University.

"The purpose of the conference [on family mobility] was to consider adjustment problems and processes of families brought about by changing agricultural, economic and social conditions, and to study the implications for professions concerned with families."

42. GANS, HERBERT J. *The Urban Villagers; Group and Class in the Life of Italian-Americans*. Foreword by Erich Lindemann. New York, Free Press of Glencoe, 1962. Pp. 367.

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49. U.S. WOMEN'S BUREAU. *Job Training Suggestions for Women and Girls*. Washington, GPO, 1965. Pp. 11.

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50. CONANT, JAMES BRYANT. *The American High School Today; a First Report to Interested Citizens*. 1st ed. New York, McGraw-Hill, 1959. Pp. 140.

Dr. Conant conducted this study of American high schools under a grant from the Carnegie Corporation administered by the Educational Testing Service.

51. ORGANIZATION FOR ECONOMIC COOPERATION AND DEVELOPMENT. *The Situation in the Shipbuilding Industry*. Paris, 1965. Pp. 143.

A working party of OECD studies the situation in the shipbuilding industry to see what assistance was being given to the industry and what assistance could be given.

52. PONS, ALAIN. *Research Management*. Paris, Organization for Economic Co-operation and Development, 1965. Pp. 20.

# Statistics Section

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## A—Labour Force

**TABLE A-1—Regional Distribution, Week Ended July 23, 1966**

	<i>Canada</i>	<i>Atlantic</i>	<i>Quebec</i>	<i>Ontario</i>	<i>Prairies</i>	<i>British Columbia</i>
(estimates in thousands)						
THE LABOUR FORCE.....	7,787	663	2,210	2,844	1,317	753
Men.....	5,485	483	1,570	1,968	939	525
Women.....	2,302	180	640	876	378	228
14-19 years.....	1,101	104	320	370	202	105
20-24 years.....	1,077	108	362	349	166	92
25-44 years.....	3,174	239	915	1,202	513	305
45-64 years.....	2,208	192	559	831	394	232
65 years and over.....	227	20	54	92	42	19
EMPLOYED.....	7,543	634	2,122	2,767	1,295	725
Men.....	5,301	459	1,502	1,911	924	505
Women.....	2,242	175	620	856	371	220
Agriculture.....	655	38	134	167	279	37
Non-agriculture.....	6,888	596	1,988	2,600	1,016	688
Paid workers.....	6,419	547	1,836	2,445	952	639
Men.....	4,382	388	1,275	1,646	632	441
Women.....	2,037	159	561	799	320	198
UNEMPLOYED.....	244	29	88	77	22	28
Men.....	184	24	68	57	15	20
Women.....	60	*	20	20	*	*
PERSONS NOT IN LABOUR FORCE.....	5,706	625	1,693	1,921	923	544
Men.....	1,203	157	353	380	194	119
Women.....	4,503	468	1,340	1,541	729	425

\*Less than 10,000.

SOURCE: Labour Force Survey.



**TABLE A-2—Age, Sex and Marital Status, Week Ended July 23, 1966**

			20-64 years				65 years and over all persons
		14-19 years all persons	Men		Women		
	Total		Married	Other	Married	Other	
(estimates in thousands)							
POPULATION 14 YEARS OF AGE AND OVER*.....	13,493	2,228	3,824	1,053	3,922	1,021	1,445
LABOUR FORCE.....	7,787	1,101	3,702	951	1,087	719	227
Employed.....	7,543	1,009	3,634	901	1,073	705	221
Unemployed.....	244	92	68	50	14	14	*
NOT IN LABOUR FORCE.....	5,706	1,127	122	102	2,835	302	1,218
PARTICIPATION RATE†							
1966—July 23.....	57.7	49.4	96.8	90.3	27.7	70.4	15.7
June 18.....	56.0	36.8	96.9	89.6	28.6	71.7	16.2
UNEMPLOYMENT RATE‡							
1966—July 23.....	3.1	8.4	1.8	5.3	1.3	1.9	**
June 18.....	3.1	10.8	1.6	5.1	1.4	2.0	**

\*Excludes inmates of institutions, members of the armed forces, Indians living on reserves and residents of the Yukon and Northwest Territories.

†The labour force as a percentage of the population 14 years of age and over.

‡The unemployed as a percentage of the labour force.

\*\*Less than 10,000 unemployed.

SOURCE: Labour Force Survey.

**TABLE A-3—Unemployed, Week Ended July 23, 1966**

	July 1966	June 1966	July 1965
(estimates in thousands)			
TOTAL UNEMPLOYED.....	244	230	244
On temporary layoff up to 30 days.....	18	10	13
Without work and seeking work.....	226	220	231
Seeking full-time work.....	205	201	208
Seeking part-time work.....	21	19	23
Seeking under 1 month.....	94	99	87
Seeking 1-3 months.....	85	68	81
Seeking 4-6 months.....	19	28	30
Seeking more than 6 months.....	28	25	33

SOURCE: Labour Force Survey.

## B—Labour Income

**TABLE B-1—Estimates of Labour Income, by Industry**

Year and Month	Monthly Totals									Totals ‡
	Mining	Manu- facturing	Trans- portation, Storage and Communi- cation†	Forestry	Con- struction	Public Utilities	Trade	Finance Services (including Govern- ment)	Supple- mentary Labour Income	
(\$ Millions)										
1961—Total.....	542	5,306	1,862	283	1,252	357	2,740	5,616	820	18,996
1962—Total.....	559	5,699	1,909	300	1,357	378	2,881	6,080	843	20,233
1963—Total.....	572	6,045	2,008	308	1,419	397	3,089	6,601	873	21,547
1964—Total.....	600	6,582	2,129	343	1,582	421	3,358	7,248	926	23,433
1965—Total.....	678	7,262	2,316	378	1,962	455	3,714	8,044	975	26,036
1965—April.....	53.1	587.3	185.1	21.4	136.3	36.4	299.2	656.1	79.6	2,071.3
May.....	55.9	600.0	191.7	27.5	156.6	37.5	305.5	669.4	80.7	2,146.6
June.....	58.0	614.2	192.1	34.4	169.1	38.8	312.0	686.2	81.6	2,212.5
July.....	58.3	601.2	199.8	37.6	185.2	39.4	310.3	655.4	81.5	2,199.7
August.....	58.3	614.2	199.0	36.3	193.3	40.0	312.2	666.7	82.1	2,235.3
September.....	57.4	626.4	208.9	38.0	196.7	39.1	317.4	711.4	83.3	2,306.3
October.....	58.9	636.3	202.1	37.8	201.1	39.2	322.9	697.8	83.5	2,301.5
November.....	59.5	639.0	201.9	37.6	187.9	38.7	330.1	696.7	83.5	2,292.3
December.....	59.0	630.0	195.0	29.4	161.5	38.5	335.4	697.4	83.1	2,245.0
1966—January.....	60.2	632.8	201.1	27.8	158.5	38.2	322.2	708.1	97.3	2,259.2
February.....	60.6	644.7	193.8	30.5	164.0	38.3	323.7	713.4	97.6	2,279.6
March**.....	60.8	652.0	190.9	26.4	170.6	37.1	326.9	723.5	98.0	2,300.9
April*.....	58.5	656.8	199.3	25.5	179.9	38.1	333.2	740.0	98.7	2,347.3
Seasonally Adjusted										
1961—Total.....	542	5,306	1,862	283	1,252	357	2,740	5,616	820	18,996
1962—Total.....	559	5,699	1,909	300	1,357	378	2,881	6,080	843	20,233
1963—Total.....	572	6,045	2,008	308	1,419	397	3,089	6,601	873	21,547
1964—Total.....	600	6,582	2,129	343	1,582	421	3,358	7,248	926	23,433
1965—Total.....	678	7,262	2,316	378	1,962	455	3,714	8,044	975	26,036
1965—April.....	55.1	592.1	189.5	33.1	155.0	37.3	304.2	654.7	80.3	2,122.1
May.....	56.5	593.4	191.5	32.6	153.0	37.5	306.9	657.9	80.6	2,130.7
June.....	56.7	600.7	188.0	31.7	156.9	37.4	308.1	666.4	80.9	2,147.6
July.....	56.0	605.0	193.7	33.1	160.8	38.2	309.4	671.5	81.4	2,169.8
August.....	57.6	611.3	190.5	32.1	164.6	38.9	313.5	681.2	81.6	2,192.3
September.....	57.3	611.5	203.5	31.1	163.6	38.4	316.7	698.4	82.2	2,223.5
October.....	58.4	627.8	198.2	30.5	173.4	38.8	319.7	690.8	82.5	2,240.8
November.....	59.3	634.8	200.0	31.2	180.7	38.7	322.0	696.4	82.7	2,267.1
December.....	59.6	642.0	200.4	31.0	189.8	38.9	323.2	700.5	83.3	2,290.7
1966—January.....	60.8	644.5	204.5	32.2	186.5	39.2	328.9	718.5	98.6	2,335.0
February.....	60.9	659.6	200.7	34.3	199.1	39.4	333.0	721.1	99.0	2,368.2
March**.....	60.9	659.0	200.3	33.6	204.1	38.5	334.8	727.1	99.2	2,379.2
April*.....	60.6	663.3	203.4	38.5	202.7	39.1	337.6	738.1	99.6	2,404.3

\*Preliminary. \*\*Revised.

†Includes post office wages and salaries. ‡Figures in this column are for total labour income, Canada, but are not totals of the figures in the remaining columns of this table, as figures for labour income in Agriculture, Fishing and Trapping are not shown.

NOTE: Monthly figures may not add to annual totals because of rounding. SOURCE: *Estimates of Labour Income*, Dominion Bureau of Statistics.



## C—Employment, Hours and Earnings

The Dominion Bureau of Statistics, compilers of the tables on employment, hours and earnings that follow (Tables C-1 to C-6) has just completed a revision program that has resulted in the placing of all indexes on a 1961=100 time base and the compiling of all industry-classified employment and payroll data on the 1960 Standard Industrial Classification. Formerly the statistics were on a 1949=100 time base and the 1948 Standard Industrial Classification. DBS believes that for most industries the effect of using the 1960 Standard Industrial Classification in place of the 1948 classification will have little or no effect on statistics such as average week-

ly wages and salaries and average hourly earnings.

Because the transfer of the data to a 1961 time base and to the 1960 Standard Industrial Classification presented unexpected tabulation difficulties for the Dominion Bureau of Statistics, the LABOUR GAZETTE has not published "C" tables (except Table C-2a) since the May number, which reported December 1965 data on the former time base and industrial classification. DBS has now overcome the tabulation difficulties and has published data for January and February 1966. Data for succeeding months should now be released according to the normal schedule.

Tables C-1 to C-3 are based on reports from employers having 15 or more employees; at February 1966, employers in the principal non-agricultural industries reported a total employment of 3,356,476.

Tables C-4 and C-5 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-3. They relate to wage-earners for whom statistics of hours of work are also available, whereas Tables C-1 to C-3 relate to salaried employees as well as to all wage-earners in the reporting firms.

Table C-2a with January and February data was reproduced in the September issue and therefore is not repeated this month.

**TABLE C-1—Employment, Payrolls and Weekly Wages and Salaries**

Year and Month	Industrial Composite <sup>(1)</sup>			Manufacturing		
	Index Numbers (1961=100)			Index Numbers (1961=100)		
	Employ- ment	Average Weekly Wages and Salaries	Average Weekly Wages and Salaries	Employ- ment	Average Weekly Wages and Salaries	Average Weekly Wages and Salaries
		(1961=100)			\$	\$
<b>AVERAGES</b>						
1961.....	100.0	100.0	78.24	100.0	100.0	81.55
1962.....	102.2	102.9	80.54	103.8	103.0	84.00
1963.....	104.4	106.4	83.27	106.1	106.6	86.90
1964.....	108.2	110.6	86.51	111.1	110.9	90.42
<b>1965—</b>						
February.....	107.2	114.0	89.18	111.9	113.7	92.75
March.....	108.4	115.1	90.03	113.5	116.2	94.75
April.....	109.4	115.4	90.32	113.7	116.3	94.88
May.....	113.2	115.6	90.41	116.4	115.9	94.52
June.....	116.7	116.2	90.88	119.2	116.1	94.66
July.....	117.7	116.2	90.95	118.5	114.8	93.59
August.....	119.7	116.5	91.12	120.6	115.2	93.97
September.....	119.1	117.8	92.19	121.1	117.1	95.48
October.....	118.6	119.6	93.56	120.6	119.1	97.10
November.....	118.7	119.4	93.44	120.6	119.5	97.42
December.....	115.9	116.3	91.00	118.5	116.6	95.07
<b>1966—</b>						
January*.....	114.4	119.9	93.79	119.1	119.9	97.78
February†.....	114.5	121.3	94.91	119.8	121.2	98.80

\*Revised. †Preliminary.

<sup>(1)</sup>Includes: (1) Forestry (chiefly logging). (2) Mining (including milling), quarrying and oil wells, (3) Manufacturing. (4) Construction, (5) Transportation, storage and communication. (6) Public utility operation. (7) Trade. (8) Finance, insurance and real estate. (9) Service (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).

SOURCE: *Employment and Average Weekly Wages and Salaries*, DBS.

**TABLE C-2—Area Summary of Employment and Average Weekly Wages and Salaries**

Areas	Employment index numbers*			Average weekly wages and salaries		
	Feb. 1966	Jan. 1966	Feb. 1965	Feb. 1966	Jan. 1966	Feb. 1965
	(1961 = 100)			\$	\$	\$
REGION AND PROVINCE						
Atlantic Region.....	107.8	108.6	100.2	79.09	77.99	76.12
Newfoundland.....	112.2	110.6	97.4	83.61	81.28	81.17
Prince Edward Island.....	105.1	102.3	95.0	65.43	65.24	63.20
Nova Scotia.....	106.1	107.9	101.9	76.30	76.31	74.10
New Brunswick.....	107.2	108.9	100.5	80.63	78.99	76.63
Quebec.....	112.1	112.1	106.1	92.52	91.62	86.65
Ontario.....	117.7	117.6	110.4	97.90	96.90	91.76
Prairie Region.....	109.6	109.4	102.8	89.28	87.71	85.84
Manitoba.....	105.4	105.8	100.2	83.58	82.26	81.28
Saskatchewan.....	108.1	108.3	100.5	87.92	86.06	83.94
Alberta.....	113.8	112.9	106.0	94.31	92.72	90.27
British Columbia.....	119.8	118.7	108.6	106.59	105.18	98.78
CANADA.....	114.5	114.4	107.2	94.91	93.79	89.18
URBAN AREAS						
St. John's.....	126.5	126.4	107.4	73.49	72.63	68.28
Halifax.....	114.3	114.0	108.3	77.55	78.55	76.10
Sydney.....	93.6	94.4	97.8	85.97	87.60	85.28
Moncton.....	105.0	106.9	101.1	72.68	72.39	69.52
Saint John.....	117.4	113.9	106.1	77.73	76.94	80.57
Chicoutimi.....	102.0	102.3	96.4	109.20	109.74	101.75
Montreal.....	116.1	115.4	108.8	94.30	93.11	88.17
Quebec.....	112.1	112.4	107.2	80.31	80.53	75.34
Shawinigan.....	107.4	106.6	101.3	102.92	98.83	91.69
Sherbrooke.....	117.3	118.8	112.6	80.01	79.49	75.27
Trois-Rivières.....	111.0	110.6	102.7	87.66	86.01	79.73
Ottawa-Hull.....	110.8	110.7	105.6	87.40	86.88	82.98
Belleville.....	108.0	108.5	106.8	84.32	83.58	79.32
Brampton.....	213.1	212.8	192.2	94.78	93.29	86.81
Brantford.....	128.0	127.4	122.5	90.89	90.91	87.37
Fort William-Port Arthur.....	115.7	115.1	101.0	94.65	94.38	87.53
Guelph.....	126.8	126.1	117.0	87.15	86.79	83.29
Hamilton.....	119.2	119.5	114.0	102.05	100.81	97.59
Kingston.....	122.7	122.6	116.0	91.88	93.08	83.91
Kitchener.....	135.4	134.8	122.4	86.29	86.32	80.67
London.....	120.5	120.1	112.8	88.60	88.54	83.25
Niagara Falls.....	103.5	101.7	101.6	96.51	96.99	94.91
Oshawa.....	155.5	155.7	150.8	116.70	114.65	115.69
Peterborough.....	125.6	125.8	119.8	102.29	101.47	95.34
Sarnia.....	115.0	114.2	105.0	121.12	120.45	110.64
Sault Ste. Marie.....	112.8	113.0	108.5	112.10	112.54	108.20
Sudbury.....	102.4	101.7	94.7	104.53	105.66	100.67
St. Catharines.....	136.0	136.0	127.0	111.01	109.80	107.76
Timmins.....	94.2	94.2	92.0	90.34	89.34	76.57
Toronto.....	118.0	117.5	111.2	98.39	96.69	91.45
Welland.....	110.3	109.5	105.9	103.62	110.33	107.01
Windsor.....	141.6	142.6	102.4	108.29	108.99	92.79
Winnipeg.....	109.1	109.4	102.0	79.51	78.29	78.01
Regina.....	113.5	113.2	107.3	86.09	84.84	81.36
Saskatoon.....	116.8	116.3	107.7	79.54	77.55	78.01
Edmonton.....	118.7	118.5	108.8	87.43	85.82	83.27
Vancouver.....	120.5	119.8	109.7	102.58	101.80	95.96
Victoria.....	118.1	116.7	115.0	90.66	90.12	87.62

\*Latest figures subject to revision.

SOURCE: *Employment and Average Weekly Wages and Salaries*, DBS.



**TABLE C-3—Industry Summary of Employment and Average Weekly Wages and Salaries**

Industries	Employment index numbers*			Average weekly wages and salaries		
	Feb. 1966	Jan. 1966	Feb. 1965	Feb. 1966	Jan. 1966	Feb. 1965
	(1961 = 100)			\$	\$	\$
<b>MINING, INCLUDING MILLING</b> .....	105.9	106.0	100.5	119.09	118.18	110.34
Metals.....	103.6	104.0	98.0	116.01	115.71	108.97
Mineral fuels.....	100.5	100.3	99.5	122.11	121.17	113.17
Non-metals except fuels.....	97.4	99.2	97.7	128.84	110.40	105.72
Quarries and sand pits.....	98.8	98.0	85.6	98.47	94.93	92.87
Services incidental to mining.....	147.9	145.6	130.0	140.43	138.31	121.76
<b>MANUFACTURING</b> .....	119.8	119.1	111.9	98.80	97.78	92.75
Durable goods.....	131.8	131.1	120.0	106.54	105.35	100.29
Non-durable goods.....	110.1	109.6	105.4	91.36	90.52	85.87
Food and beverages.....	99.3	99.3	95.6	87.27	86.81	83.00
Foods.....	99.2	99.2	95.3	84.37	84.12	80.48
Beverages.....	99.4	99.4	97.8	105.24	103.82	98.29
Tobacco processing and products.....	115.8	117.7	114.8	90.49	90.28	82.98
Rubber products.....	121.8	120.7	115.7	100.41	102.01	94.48
Leather products.....	103.7	103.1	102.5	66.59	65.63	62.55
Textile products.....	121.1	120.7	117.0	79.58	79.51	74.47
Wood products.....	112.6	112.7	109.0	87.89	85.95	83.31
Furniture and fixtures.....	129.0	128.5	116.6	79.47	78.24	75.53
Paper and allied industries.....	111.7	111.4	105.7	115.74	114.37	106.98
Printing, publishing and allied industries.....	108.6	108.1	103.1	105.37	103.68	100.55
Primary metal industries.....	122.3	121.8	113.9	116.32	117.55	112.51
Metal fabricating industries.....	132.5	131.7	118.1	103.64	101.99	97.07
Machinery, except electrical.....	144.5	143.6	132.7	112.23	112.19	105.01
Transportation equipment.....	150.7	149.4	130.0	118.58	116.07	110.76
Electrical products.....	134.4	133.1	123.8	103.07	102.12	97.06
Knitting mills.....	117.4	115.1	108.5	62.56	61.42	58.57
Clothing.....	115.3	113.7	113.1	61.16	59.43	57.58
Non-metallic mineral products.....	119.6	120.0	110.6	104.60	102.46	97.37
Petroleum and coal products.....	94.5	94.0	89.2	146.78	145.15	131.71
Chemicals and chemical products.....	114.3	113.3	106.9	111.88	110.96	106.81
Miscellaneous manufacturing industries.....	124.3	122.9	116.5	86.57	85.31	81.99
<b>CONSTRUCTION</b> .....	110.9	111.1	94.6	115.85	113.38	104.10
Building.....	115.3	116.3	100.6	112.76	110.68	102.00
Engineering.....	102.3	100.9	82.7	122.66	120.63	109.08
<b>TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES</b> .....	100.4	100.6	98.1	103.11	102.21	97.77
Transportation.....	95.3	95.5	94.5	102.52	101.05	97.31
Storage.....	104.2	103.3	98.6	88.55	86.70	84.82
Communication.....	112.3	112.8	106.1	98.65	99.17	93.93
Electric power, gas and water.....	106.2	106.1	103.4	117.97	117.55	110.29
<b>TRADE</b> .....	115.9	116.7	108.4	75.99	75.12	72.30
Wholesale trade.....	113.3	112.9	105.6	94.70	93.64	89.38
Retail trade.....	117.4	118.8	110.0	65.90	65.29	63.19
<b>FINANCE, INSURANCE AND REAL ESTATE</b> .....	118.6	118.2	114.7	90.85	90.76	86.13
Financial institutions.....	122.5	122.4	117.1	88.74	88.64	82.97
Insurance and real estate.....	113.0	112.4	111.4	94.07	94.00	90.77
<b>SERVICE</b> .....	129.2	127.7	116.1	68.95	68.14	64.43
Recreational services.....	111.8	109.9	101.1	57.95	58.26	54.95
Business services.....	147.2	144.3	127.1	105.70	105.67	98.97
Personal services.....	121.5	120.3	111.2	52.35	51.52	49.62
Miscellaneous services.....	143.4	143.0	128.2	73.84	72.22	68.50
Services to buildings and dwellings.....	181.6	181.3	151.9	50.06	49.23	48.79
<b>INDUSTRIAL COMPOSITE</b> .....	114.5	114.4	107.2	94.91	93.79	89.18

\*Latest figures subject to revision.

NOTE: Information for other industries is given in *Employment and Average Weekly Wages and Salaries*, DBS.

**TABLE C-5—Hours and Earnings, Hourly-Rated Wage-Earners, by Industry**

Industry	Average weekly hours			Average hourly earnings			Average weekly wages		
	Feb.	Jan.	Feb.	Feb.	Jan.	Feb.	Feb.	Jan.	Feb.
	1966	1966	1965	1966	1966	1965	1966	1966	1965
				\$	\$	\$	\$	\$	\$
<b>MINING, INCLUDING MILLING</b> .....	43.0	42.9	42.3	2.56	2.55	2.41	110.17	109.48	101.77
Metals.....	41.9	42.0	41.6	2.62	2.61	2.47	109.65	109.46	103.04
Mineral fuels.....	41.9	43.4	40.3	2.25	2.23	2.10	94.47	96.97	84.78
Non-metals, except fuels.....	43.4	41.9	43.0	2.43	2.43	2.33	105.77	101.84	100.17
Quarries and sand pits.....	44.2	42.9	44.9	2.08	2.03	1.93	92.08	87.21	86.88
Services incidental to mining.....	49.8	48.2	47.1	2.82	2.87	2.59	140.55	138.32	121.82
<b>MANUFACTURING</b> .....	41.2	40.9	40.6	2.20	2.19	2.08	90.68	89.65	84.48
Durable goods.....	41.8	41.4	41.0	2.38	2.37	2.26	99.60	98.37	92.95
Non-durable goods.....	40.6	40.4	40.2	2.01	2.00	1.90	81.50	80.68	76.24
Food and beverages.....	40.3	40.4	40.2	1.95	1.94	1.86	78.40	78.29	74.77
Foods.....	40.1	40.3	40.1	1.89	1.88	1.81	75.83	75.85	72.43
Beverages.....	41.1	40.7	40.8	2.38	2.37	2.25	97.88	96.61	91.94
Tobacco processing and products.....	38.5	38.7	37.8	2.12	2.12	1.98	81.55	82.06	74.90
Rubber products.....	40.8	42.8	41.8	2.28	2.26	2.11	93.25	96.48	88.01
Leather products.....	40.6	40.2	40.5	1.51	1.50	1.42	61.21	60.38	57.40
Textile products.....	42.1	42.1	41.1	1.68	1.68	1.60	70.87	70.88	65.62
Miscellaneous textiles.....	40.9	39.8	39.6	1.51	1.51	1.42	61.91	60.11	56.13
Knitting mills.....	42.1	41.2	41.8	1.34	1.33	1.26	56.52	54.81	52.74
Clothing.....	38.3	37.4	38.0	1.46	1.45	1.38	55.76	54.17	52.50
*Wood products.....	41.4	40.8	41.5	2.04	2.03	1.93	84.43	83.09	80.19
*Furniture and fixtures.....	42.3	42.2	42.6	1.74	1.72	1.64	73.56	72.60	70.00
Paper and allied industries.....	41.7	41.7	41.3	2.60	2.56	2.40	108.42	106.86	99.15
Pulp and paper mills.....	42.0	42.0	41.6	2.84	2.80	2.59	119.42	117.34	107.71
Printing, publishing and allied industries.....	39.1	38.4	38.7	2.68	2.65	2.55	104.69	101.66	98.60
*Primary metal industries.....	40.6	41.1	40.9	2.70	2.70	2.59	109.59	111.01	106.17
Iron and steel mills.....	40.5	40.5	40.9	2.87	2.87	2.76	116.21	116.25	112.71
*Metal fabricating industries.....	42.2	41.7	41.1	2.32	2.30	2.20	97.89	95.96	90.48
*Machinery, except electrical.....	42.5	42.3	41.9	2.50	2.49	2.35	106.41	105.51	98.51
*Transportation equipment.....	42.1	41.2	40.2	2.66	2.65	2.55	112.12	109.14	102.45
Aircraft and parts.....	43.6	41.7	40.4	2.59	2.56	2.37	112.91	106.91	95.99
Motor vehicles.....	42.0	41.6	40.5	2.77	2.74	2.69	116.11	114.12	108.98
Assembling.....	42.3	41.5	41.5	2.94	2.89	2.85	124.26	120.04	118.54
Parts and accessories.....	41.9	41.8	39.7	2.67	2.67	2.61	111.76	111.70	103.77
Shipbuilding and repairing.....	40.7	39.2	39.2	2.49	2.52	2.38	101.38	98.68	93.17
*Electrical products.....	41.3	41.1	40.3	2.19	2.18	2.09	90.31	89.48	83.95
Communications equipment.....	40.8	40.1	39.4	2.06	2.06	1.98	84.05	82.51	77.90
*Non-metallic mineral products.....	43.2	42.4	42.2	2.28	2.26	2.15	98.27	95.78	90.69
Petroleum and coal products.....	42.1	42.5	41.6	3.10	3.10	2.81	130.60	131.49	117.14
Chemical and chemical products.....	41.4	41.1	40.5	2.35	2.35	2.28	97.38	96.40	92.46
Miscellaneous manufacturing industries.....	41.6	40.9	40.9	1.79	1.78	1.71	74.35	72.92	69.86
<b>CONSTRUCTION</b> .....	41.3	40.1	40.0	2.74	2.74	2.52	113.27	109.83	100.60
Building.....	39.6	38.4	38.5	2.79	2.79	2.57	110.34	106.97	98.77
General contractors.....	39.6	38.7	38.1	2.69	2.69	2.45	106.67	104.26	93.39
Special trade contractors.....	39.5	38.0	38.8	2.88	2.88	2.68	113.73	109.47	103.75
Engineering.....	45.3	44.3	44.0	2.65	2.64	2.40	120.16	116.84	105.29
Highways, bridges and streets.....	45.7	43.8	43.5	2.22	2.18	2.12	101.61	95.62	92.13
Other engineering.....	45.1	44.7	44.3	2.96	3.04	2.58	133.47	132.59	114.39
<b>OTHER INDUSTRIES:</b>									
Urban transit.....	42.8	42.5	42.9	2.57	2.57	2.35	110.10	109.26	100.66
Highway and bridge maintenance.....	41.0	41.1	40.9	1.98	1.97	1.85	81.27	80.89	75.81
Laundries, cleaners and pressers.....	38.7	38.7	38.8	1.28	1.26	1.19	49.42	48.82	46.10
Hotels, restaurants and taverns.....	35.8	35.4	36.1	1.28	1.27	1.21	45.88	44.84	43.76

\*Durable manufactured goods industries. Latest figures subject to revision.

SOURCE: *Man-Hours and Hourly Earnings*, DBS.



**TABLE C-4—Hours and Earnings in Manufacturing, Hourly-Rated Wage-Earners, by Province**

	<i>Average Hours Worked</i>			<i>Average Hourly Earnings*</i>		
	<i>February</i>	<i>January</i>	<i>February</i>	<i>February</i>	<i>January</i>	<i>February</i>
	<i>1966</i>	<i>1966</i>	<i>1965</i>	<i>1966</i>	<i>1966</i>	<i>1965</i>
				\$	\$	\$
Newfoundland.....	40.7	42.0	40.8	1.89	1.85	1.76
Nova Scotia.....	40.5	40.5	40.9	1.86	1.86	1.79
New Brunswick.....	42.7	42.2	42.0	1.88	1.88	1.77
Quebec.....	42.1	41.8	41.8	1.96	1.95	1.85
Ontario.....	41.2	40.9	40.2	2.33	2.32	2.20
Manitoba.....	40.1	40.0	40.5	1.87	1.87	1.79
Saskatchewan.....	39.5	38.9	39.1	2.20	2.21	2.14
Alberta (includes Northwest Territories).....	40.2	39.2	40.6	2.20	2.19	2.08
British Columbia (includes Yukon Territory).....	38.4	38.4	38.7	2.71	2.71	2.57

\*Includes shift differential, premium pay for overtime, pay for paid holidays, pay for paid sick leave if paid through payroll but not if paid under insurance plan, incentive bonus but not annual bonus.

NOTE: Information on hours and earnings by cities obtainable from *Man-Hours and Hourly Earnings*, DBS.

Latest figures subject to revision.

SOURCE: *Man-Hours and Hourly Earnings*, DBS.

**TABLE C-6—Earnings and Hours of Hourly-Rated Wage-Earners in Manufacturing**

<i>Period</i>	<i>Hours Worked Per Week</i>	<i>Average Hourly Earnings</i>	<i>Average Weekly Wages</i>	<i>Index Number of Average Weekly Wages (1961 = 100)</i>	
				<i>Current</i>	<i>1961</i>
				<i>Dollars</i>	<i>Dollars</i>
		\$	\$		
Monthly Average: 1961.....	40.6	1.83	74.45	100.0	100.0
1962.....	40.7	1.88	76.75	103.1	101.9
1963.....	40.8	1.95	79.51	106.8	103.7
1964.....	41.0	2.02	82.96	111.4	106.3
Last Pay Period in:					
1965—February.....	40.6	2.08	84.48	113.5	106.8
March.....	41.3	2.11	87.11	117.0	109.8
April.....	41.1	2.12	87.03	116.9	109.4
May.....	41.1	2.11	86.66	116.4	103.2
June.....	41.2	2.11	86.87	116.7	108.1
July.....	40.8	2.09	85.38	114.7	106.3
August.....	41.1	2.09	86.10	115.6	107.4
September.....	41.4	2.13	88.08	118.3	109.7
October.....	41.6	2.15	89.53	120.3	110.8
November.....	41.5	2.16	89.81	120.6	110.7
December.....	39.7	2.18	86.40	116.1	106.3
1966—January*.....	40.9	2.19	89.65	120.4	109.5
February†.....	41.2	2.20	90.68	121.8	110.5

\*Revised. †Preliminary.

NOTE: The index of average weekly wages in 1949 dollars is computed by dividing the index of average weekly wages in current dollars by the Consumer Price Index. For a more complete statement of uses and limitations of the adjusted figures see *Man-Hours and Hourly Earnings*.

SOURCE: *Man-Hours and Hourly Earnings*, DBS.

## D—National Employment Service

Statistics presented in the following tables relate to registrations for employment and vacancies notified by employers at NES offices. These data are derived from reports prepared

in National Employment Service offices and processed in the Unemployment Insurance Section, DBS. See also Technical Note, page 491, August issue.

**TABLE D-1—Unfilled Vacancies and Registrations on Hand**

Period	Unfilled Vacancies†			Registrations on Hand		
	Male	Female	Total	Male	Female	Total
End of:						
August 1961.....	14,963	17,850	32,813	216,245	104,695	320,940
August 1962.....	21,214	21,256	42,470	198,639	96,606	295,245
August 1963.....	25,610	23,933	49,543	208,509	106,482	314,991
August 1964.....	30,171	24,058	54,229	197,724	109,554	307,278
August 1965.....	40,318	30,236	70,554	173,158	111,601	284,759
September 1965.....	43,058	28,809	71,867	144,812	100,407	245,219
October 1965.....	38,929	23,901	62,830	155,644	104,993	260,637
November 1965.....	48,183	27,246	75,429	218,819	118,073	336,892
December 1965.....	30,037	20,866	50,903	316,440	125,750	442,190
January 1966.....	26,286	17,524	43,810	404,298	147,105	551,403
February 1966.....	26,192	18,699	44,891	414,592	149,214	563,806
March 1966.....	31,242	22,574	53,816	404,530	144,067	548,597
April 1966.....	39,156	26,386	65,542	356,280	138,646	494,926
May 1966.....	41,745	27,907	69,652	261,325	126,589	387,914
June 1966.....	40,805	26,173	66,978	233,965	146,798	380,763
July 1966*.....	42,520	24,175	66,695	221,599	140,563	362,162
August 1966*.....	43,369	30,533	73,902	187,687	118,243	305,930

\*Latest figures subject to revision.

†Current vacancies only. Deferred vacancies are excluded.

SOURCE: National Employment Service.

**TABLE D-2—Registrations Received, Vacancies Notified and Placements Effected by Year, 1962 to 1965 and by Month, July 1965 to July 1966**

Year and Month	Registrations received		Vacancies notified		Placements effected	
	Male	Female	Male	Female	Male	Female
1962—Year.....	3,177,423	1,171,111	1,010,365	544,795	897,285	438,471
1963—Year.....	2,912,511	1,130,539	938,052	507,910	790,381	387,728
1964—Year.....	2,894,099	1,170,889	1,030,199	530,575	845,696	395,380
1965—Year.....	2,741,172	1,165,713	1,088,752	545,951	865,445	392,277
1965—July.....	213,029	105,862	91,126	48,495	73,347	38,034
1965—August.....	203,613	98,611	102,786	60,863	78,643	42,910
September.....	204,572	102,142	116,261	55,870	90,690	41,419
October.....	192,182	92,918	92,067	39,869	73,120	29,113
November.....	276,347	113,148	116,125	47,977	84,320	31,113
December.....	303,524	102,536	72,004	45,614	70,786	42,187
1966—January.....	287,740	98,603	72,912	34,959	60,237	26,037
February.....	202,400	80,555	63,000	33,825	47,675	22,350
March.....	217,568	86,042	82,965	43,859	61,401	28,059
April.....	188,255	80,682	84,319	39,441	62,133	24,787
May.....	199,618	93,554	97,520	46,202	75,891	31,330
June.....	222,671†	116,136	95,402	50,498	74,320	37,072
July*.....	216,035	108,299	85,147	48,433	68,493	38,299

\*Preliminary.

† Revised.

SOURCE: National Employment Service.



**TABLE D-4—Registrations on Hand, by Occupation and by Sex, at July 29, 1966 (Preliminary)**

Occupational group	Registrations on hand		
	Male	Female	Total
Professional and managerial workers .....	9,040	3,013	12,053
Clerical workers.....	18,478	52,593	71,071
Sales workers.....	6,476	15,685	22,161
Personal and domestic service workers.....	26,442	23,120	49,562
Seamen.....	610	12	622
Agriculture, fishing, forestry (ex. log.).....	5,779	1,483	7,262
Skilled and semi-skilled workers.....	66,033	15,554	81,587
Food and kindred products (incl. tobacco).....	582	391	973
Textiles, clothing, etc.....	1,356	8,936	10,292
Lumber and lumber products.....	3,568	142	3,710
Pulp, paper (incl. printing).....	730	305	1,035
Leather and leather products.....	500	572	1,072
Stone, clay and glass products.....	168	46	214
Metalworking .....	11,148	1,228	12,376
Electrical.....	1,154	1,370	2,524
Transportation equipment .....	1,361	226	1,587
Mining.....	724	1	725
Construction.....	12,011	5	12,016
Transportation (except seamen).....	11,053	177	11,230
Communications and public utility.....	365	2	367
Trade and service.....	3,075	1,168	4,243
Other skilled and semi-skilled.....	11,841	743	12,584
Foremen.....	1,402	228	1,630
Apprentices.....	4,995	14	5,009
Unskilled workers.....	88,741	29,103	117,844
Food and tobacco.....	3,541	5,733	9,274
Lumber and lumber products.....	4,956	475	5,431
Metalworking.....	3,854	787	4,641
Construction.....	30,272	3	30,275
Other unskilled workers.....	46,118	22,105	68,223
GRAND TOTAL.....	221,599	140,563	362,162

SOURCE: National Employment Service.

**TABLE D-5—Registrations on Hand, by Local Office Areas, at July 29, 1966**

Registrations on Hand			Registrations on Hand			Registrations on Hand		
Office	*	Previous Year	Office	*	Previous Year	Office	*	Previous Year
	July 29	July 30		July 29	July 30		July 29	July 30
	1966	1965		1966	1965		1966	1965
NEWFOUNDLAND.....	7,006	6,488	Liverpool.....	255	342	Saint John.....	2,853	2,178
Corner Brook.....	2,045	1,355	New Glasgow.....	1,079	1,607	St. Stephen.....	296	468
Grand Falls.....	600	436	Springhill.....	304	276	Sussex.....	277	226
St. John's.....	4,361	4,697	Sydney.....	2,178	2,512	Woodstock.....	424	350
			Sydney Mines.....	428	460			
PRINCE EDWARD			Truro.....	711	678	QUEBEC.....	117,626	112,857
ISLAND.....	1,231	1,241	Yarmouth.....	567	476	Alma.....	1,203	1,216
Charlottetown.....	718	674				Asbestos.....	504	234
Summerside.....	513	567	NEW BRUNSWICK.....	10,822	10,078	Baie Comeau.....	693	579
			Bathurst.....	1,248	1,022	Beauharnois.....	1,387	1,311
NOVA SCOTIA.....	12,124	12,144	Campbellton.....	797	807	Buckingham.....	349	374
Amherst.....	527	441	Edmundston.....	457	614	Causapscal.....	526	576
Bridgewater.....	526	541	Fredericton.....	845	816	Chandler.....	799	940
Halifax.....	4,446	3,866	Minto.....	199	155	Chicoutimi.....	1,542	1,759
Inverness.....	205	229	Moncton.....	2,455	2,404	Cowansville.....	295	371
Kentville.....	898	716	Newcastle.....	971	1,038	Dolbeau.....	795	668

**TABLE D-5—Registrations on Hand, by Local Office Areas, at July 29, 1966 (Concluded)**

Registrations on Hand			Registrations on Hand			Registrations on Hand		
Office	Previous Year		Office	Previous Year		Office	Previous Year	
	July 29 1966	July 30 1965		July 29 1966	July 30 1965		July 29 1966	July 30 1965
Drummondville.....	1,551	1,464	Fort Frances.....	242	222	MANITOBA.....	11,979	13,684
Farnham.....	406	231	Fort William.....	875	868	Brandon.....	877	828
Forestville.....	334	257	Galt.....	765	1,023	Dauphin.....	395	373
Gaspé.....	559	541	Gananoque.....	115	154	Flin Flon.....	133	127
Granby.....	1,676	1,727	Goderich.....	217	285	Portage la Prairie.....	348	470
Hull.....	2,124	2,672	Guelph.....	1,298	1,149	The Pas.....	203	212
Joliette.....	2,888	3,507	Hamilton.....	12,103	9,657	Winnipeg.....	10,023	11,674
Jonquière.....	2,139	2,140	Hawkesbury.....	307	309	SASKATCHEWAN .....	8,393	7,430
Lachute.....	284	425	Kapuskasing.....	377	413	Estevan.....	112	123
Lac-Mégantic.....	652	540	Kenora.....	450	498	Lloydminster.....	91	92
La Malbaie.....	715	871	Kingston.....	1,606	1,378	Moose Jaw.....	571	589
La Tuque.....	485	499	Kirkland Lake.....	462	531	North Battleford.....	792	605
Lévis.....	1,904	2,045	Kitchener.....	2,195	1,895	Prince Albert.....	1,083	754
Louiseville.....	693	519	Leamington.....	588	467	Regina.....	2,586	2,011
Magog.....	451	514	Lindsay.....	773	621	Saskatoon.....	1,964	2,211
Maniwaki.....	233	306	Listowel.....	120	73	Swift Current.....	276	299
Matane.....	625	654	London.....	3,705	3,678	Weyburn.....	164	160
Mont-Laurier.....	317	367	Long Branch.....	2,598	3,220	Yorkton.....	754	586
Montmagny.....	893	743	Midland.....	313	255	ALBERTA.....	15,556	16,929
Montréal.....	46,019	43,768	Napanea.....	350	246	Blairmore.....	260	281
New Richmond.....	643	535	New Liskeard.....	264	231	Calgary.....	5,080	5,962
Port Alfred.....	403	410	Newmarket.....	704	751	Drumheller.....	198	148
Québec.....	12,178	8,965	Niagara Falls.....	1,627	1,254	Edmonton.....	6,929	7,322
Rimouski.....	1,333	1,188	North Bay.....	712	730	Edson.....	126	147
Rivière-du-Loup.....	1,344	1,138	Oakville.....	956	1,907	Grande Prairie.....	579	525
Roberval.....	846	944	Orillia.....	488	509	Lethbridge.....	1,096	1,196
Rouyn.....	1,772	1,752	Oshawa.....	12,045	5,989	Medicine Hat.....	554	594
Ste. Agathe des Monts..	277	224	Ottawa.....	4,582	5,806	Red Deer.....	734	754
Ste. Anne de Bellevue...	555	700	Owen Sound.....	884	748	BRITISH COLUMBIA..	40,201	34,883
Ste. Thérèse.....	1,523	1,861	Parry Sound.....	137	76	Abbotsford.....	620	634
St. Hyacinthe.....	1,087	1,162	Pembroke.....	841	874	Chilliwack.....	987	702
St. Jean.....	2,161	1,960	Perth.....	196	216	Courtenay.....	591	464
St. Jérôme.....	1,434	1,636	Peterborough.....	1,841	1,596	Cranbrook.....	551	363
Sept-Îles.....	1,208	1,006	Pictou.....	158	155	Dawson Creek.....	763	729
Shawinigan.....	2,670	2,784	Port Arthur.....	1,172	1,092	Duncan.....	336	582
Sherbrooke.....	4,174	3,966	Port Colborne.....	666	429	Kamloops.....	1,267	1,211
Sorel.....	1,376	1,498	Prescott.....	308	594	Kelowna.....	934	1,081
Thetford Mines.....	1,665	1,503	Renfrew.....	278	455	Nanaimo.....	690	625
Trois-Rivières.....	3,179	3,031	St. Catharines.....	6,348	3,878	Nelson.....	485	501
Val-d'Or.....	921	889	St. Thomas.....	503	756	New Westminster.....	6,395	5,071
Valleyfield.....	1,282	1,351	Sarnia.....	2,703	2,097	Penticton.....	734	981
Victoriaville.....	1,504	1,325	Sault Ste. Marie.....	1,761	2,016	Port Alberni.....	528	403
Ville St. Georges.....	1,050	1,211	Simcoe.....	1,014	719	Prince George.....	1,271	1,130
ONTARIO.....	137,224	124,241	Smiths Falls.....	314	279	Prince Rupert.....	638	842
Arnprior.....	180	243	Stratford.....	528	270	Quesnel.....	381	360
Barrie.....	1,177	823	Sturgeon Falls.....	270	238	Trail.....	424	538
Belleville.....	1,183	1,232	Sudbury.....	2,241	1,776	Vancouver.....	18,779	15,286
Bracebridge.....	304	224	Tillsonburg.....	382	405	Vernon.....	963	884
Brampton.....	1,827	1,476	Timmins.....	1,253	1,124	Victoria.....	2,776	2,326
Brantford.....	1,934	2,374	Toronto.....	33,376	33,094	Whitehorse.....	88	170
Brockville.....	329	252	Trenton.....	572	630	CANADA.....	362,162	339,975
Carleton Place.....	186	184	Walkerton.....	416	325	Males.....	221,599	207,721
Chatham.....	1,644	1,806	Wallaceburg.....	623	260	Females.....	140,563	132,254
Cobourg.....	1,251	884	Welland.....	1,887	1,958			
Collingwood.....	593	512	Weston.....	3,069	2,801			
Cornwall.....	1,598	2,165	Windsor.....	9,562	8,266			
Elliot Lake.....	221	211	Woodstock.....	325	370			
Fort Erie.....	332	239						

\*Preliminary. †Includes registrations reported by the Îles-de-la-Madeleine, Que. local office.  
SOURCE: National Employment Service.



**TABLE D-3—Placements Effected, by Industry and by Sex, in July 1966 (Preliminary)**

<i>Industry Group</i>	<i>Male</i>	<i>Female</i>	<i>Total</i>	<i>Change from July 1965</i>
AGRICULTURE, FISHING, TRAPPING.....	14,444	10,659	25,103	+3,284
FORESTRY.....	1,332	16	1,348	— 632
MINING, QUARRYING AND OIL WELLS.....	988	72	1,060	— 46
Metal mining.....	619	23	642	+ 58
Fuels.....	166	34	200	— 22
Non-metal mining.....	48	3	51	— 30
Quarrying, clay and sand pits.....	95	1	96	— 44
Prospecting.....	60	11	71	— 8
MANUFACTURING.....	13,506	6,787	20,293	—2,500
Foods and beverages.....	2,843	2,327	5,170	—1,124
Tobacco and tobacco products.....	24	7	31	+ 16
Rubber products.....	159	81	240	+ 87
Leather products.....	163	162	325	0
Textile products (except clothing).....	433	306	739	— 105
Clothing (textile and fur).....	368	1,176	1,544	+ 77
Wood products.....	1,465	183	1,648	— 438
Paper products.....	886	205	1,091	— 531
Printing, publishing and allied industries.....	343	419	762	— 2
Iron and steel products.....	2,936	331	3,267	— 256
Transportation equipment.....	1,283	310	1,593	— 210
Non-ferrous metal products.....	403	128	531	— 93
Electrical apparatus and supplies.....	593	507	1,100	+ 220
Non-metallic mineral products.....	607	49	656	— 35
Products of petroleum and coal.....	49	13	62	— 20
Chemical products.....	534	208	742	— 20
Miscellaneous manufacturing industries.....	417	375	792	— 66
CONSTRUCTION.....	11,377	209	11,586	—1,315
General contractors.....	7,803	115	7,918	— 688
Special trade contractors.....	3,574	94	3,668	— 627
TRANSPORTATION, STORAGE AND COMMUNICATION.....	4,414	447	4,861	—1,099
Transportation.....	4,006	244	4,250	— 960
Storage.....	307	61	368	— 124
Communication.....	101	142	243	— 15
PUBLIC UTILITY OPERATION.....	267	38	305	— 113
TRADE.....	8,672	5,418	14,090	+ 341
Wholesale.....	3,865	1,746	5,611	+ 262
Retail.....	4,807	3,672	8,479	+ 79
FINANCE, INSURANCE AND REAL ESTATE.....	683	1,159	1,842	— 52
SERVICE.....	12,810	13,494	26,304	—2,457
Community or public service.....	1,073	1,571	2,644	+ 146
Government service.....	2,994	1,292	4,286	— 443
Recreation service.....	2,612	233	2,845	+ 124
Business service.....	2,038	939	2,977	— 907
Personal service.....	4,093	9,459	13,552	—1,377
GRAND TOTAL.....	68,493	38,299	106,792	—4,589

SOURCE: National Employment Service.

## E—Unemployment Insurance

Unemployment insurance statistics are concerned with numbers of persons covered by insurance and claimants for benefit at Unemployment Insurance Commission local offices. The data are compiled in the Unemployment Insurance Section, DBS, from information supplied by the UIC. The

source for Tables E-1 to E-4 is *The Statistical Report on the Operation of the Unemployment Insurance Act*, published by the Dominion Bureau of Statistics. For further information regarding the nature of the data see Technical Note, page 48, Jan.-Feb. issue.

**TABLE E-1—Estimates of the Insured Population under the Unemployment Insurance Act**

<i>End of</i>	<i>Total</i>	<i>Employed</i>	<i>Claimants</i>
1966—May.....	4,687,000	4,469,400	217,600
April.....	4,883,000	4,469,100	413,900
March.....	4,902,000	4,404,000	498,000
February.....	4,911,000	4,380,500	530,500
January.....	4,889,000	4,377,200	511,800
1965—December.....	4,821,000	4,403,000	418,000
November.....	4,754,000	4,509,400	244,600
October.....	4,680,000	4,509,600	170,400
September.....	4,678,000	4,520,700	157,300
August.....	4,696,000	4,523,500	172,500
July.....	4,650,000	4,465,600	184,400
June.....	4,601,000	4,420,300	180,700
May.....	4,514,000	4,284,500	229,500

**TABLE E-4—Benefit Payments, by Province, June 1966**

<i>Province</i>	<i>Weeks Paid*</i>	<i>Amount of Benefit Paid</i>
Newfoundland.....	18,503	\$450,549
Prince Edward Island.....	2,789	59,189
Nova Scotia.....	29,417	656,572
New Brunswick.....	25,456	592,980
Quebec.....	210,001	5,164,498
Ontario.....	193,857	4,514,234
Manitoba.....	22,991	513,542
Saskatchewan.....	13,580	309,232
Alberta.....	31,000	721,512
British Columbia (including Yukon Territory).....	71,000	1,729,993
Total, Canada, June 1966.....	618,594	14,712,301
Total, Canada, May 1966.....	1,252,011	29,958,606
Total, Canada, June 1965.....	672,303	16,229,491

\*Weeks paid represents the total of complete and partial weeks of benefit paid during the month.

**TABLE E-3—Initial and Renewal Claims for Benefit, by Province, June 1966**

<i>Province</i>	<i>Claims Filed at Local Offices</i>			<i>Disposal of Claims and Claims Pending at End of Month</i>			
	<i>Total*</i>	<i>Initial</i>	<i>Renewal</i>	<i>Total Disposed Of †</i>	<i>Entitled to Benefit</i>	<i>Not Entitled to Benefit</i>	<i>Pending</i>
Newfoundland.....	1,575	1,358	217	1,778	932	846	664
Prince Edward Island.....	304	206	98	271	174	97	111
Nova Scotia.....	3,341	1,937	1,404	3,435	1,784	1,651	906
New Brunswick.....	2,935	2,264	671	3,001	1,983	1,018	866
Quebec.....	20,154	14,802	5,352	23,385	14,260	9,125	8,227
Ontario.....	26,072	18,558	7,514	24,052	14,822	9,230	11,050
Manitoba.....	1,640	1,271	369	2,031	1,257	774	422
Saskatchewan.....	972	787	185	1,063	624	439	281
Alberta.....	2,329	1,780	549	2,509	1,452	1,057	722
British Columbia (incl. Yukon Territory).....	9,120	6,415	2,705	9,376	5,564	3,812	3,523
Total, Canada, June 1966.....	68,442	49,378	19,064	70,901	42,852	28,049	26,772
Total, Canada, May 1966.....	91,021	67,541	23,480	98,694	73,323	25,371	29,231
Total, Canada, June 1965.....	72,014	50,944	21,070	72,568	44,766	27,802	29,615

\*In addition, revised claims received numbered 28,174. †In addition, 30,618 revised claims were disposed of. Of these, 2,760 were special requests not granted and 1,275 appeals by claimants. There were 6,305 revised claims pending at the end of the month.



**TABLE E-2**—Claimants Currently Reporting to Local Offices by Number of Weeks on Claim, Province and Sex,  
at June 30, 1966

Province and Sex	Total Claimants	Number of Weeks on Claim (based on 20 per cent sample)				Total Claimants	
		1-4	5-13	14-26	27 or more*	May 31 1966	June 30 1965
CANADA.....	181,311	69,254	48,617	41,841	21,599	217,610	180,690
Male.....	106,754	42,584	29,591	23,209	11,370	140,888	106,056
Female.....	74,557	26,670	19,026	18,632	10,229	76,722	74,634
Newfoundland.....	5,219	1,860	1,438	1,391	530	7,843	4,988
Male.....	4,045	1,491	1,133	1,086	335	6,632	3,825
Female.....	1,174	369	305	305	195	1,211	1,163
Prince Edward Island.....	694	268	150	201	75	872	717
Male.....	413	186	89	83	55	532	457
Female.....	281	82	61	118	20	340	260
Nova Scotia.....	9,106	2,812	2,345	2,414	1,535	11,032	8,888
Male.....	6,267	1,968	1,698	1,586	1,015	8,070	6,287
Female.....	2,839	844	647	828	520	2,962	2,601
New Brunswick.....	8,143	2,796	2,429	1,789	1,129	10,342	7,467
Male.....	5,658	2,037	1,911	1,137	573	7,716	5,362
Female.....	2,485	759	518	652	556	2,626	2,105
Quebec.....	58,771	23,200	17,154	12,958	5,459	76,628	60,699
Male.....	37,520	15,013	11,375	8,264	2,868	54,660	40,237
Female.....	21,251	8,187	5,779	4,694	2,591	21,968	20,462
Ontario.....	60,975	24,958	14,322	13,449	8,246	62,871	57,908
Male.....	30,826	13,198	7,076	6,335	4,217	33,545	28,037
Female.....	30,149	11,760	7,246	7,114	4,029	29,326	29,871
Manitoba.....	6,062	1,611	1,651	1,851	949	8,594	7,264
Male.....	3,109	830	830	933	516	5,261	3,975
Female.....	2,953	781	821	918	433	3,333	3,289
Saskatchewan.....	3,451	974	929	967	581	4,780	3,788
Male.....	1,470	397	373	432	268	2,512	1,765
Female.....	1,981	577	556	535	313	2,268	2,023
Alberta.....	7,073	2,348	2,182	1,732	811	9,983	9,135
Male.....	3,763	1,245	1,313	878	327	6,294	5,140
Female.....	3,310	1,103	869	854	484	3,689	3,995
British Columbia.....	21,817	8,427	6,017	5,089	2,284	24,665	19,836
Male.....	13,683	6,219	3,793	2,475	1,196	15,666	10,971
Female.....	8,134	2,208	2,224	2,614	1,088	8,999	8,865

\*The bulk of the cases in this group were on claim from 27-39 weeks.

NOTE: Values less than 50 subject to relatively large sampling variability.

## F—Prices

**TABLE F-1—Total and Main Components of the Consumer Price Index**

	<i>Total</i>	<i>Food</i>	<i>Housing</i>	<i>Clothing</i>	<i>Trans- portation</i>	<i>Health and Personal Care</i>	<i>Recreation and Reading</i>	<i>Tobacco and Alcohol</i>
(1949 = 100)								
1961—Year.....	129.2	124.0	133.2	112.5	140.6	155.3	146.1	116.3
1962—Year.....	130.7	126.2	134.8	113.5	140.4	158.3	147.3	117.8
1963—Year.....	133.0	130.3	136.2	116.3	140.4	162.4	149.3	118.1
1964—Year.....	135.4	132.4	138.4	119.2	142.0	167.8	151.8	120.2
1965—Year.....	138.7	135.9	140.9	121.4	147.3	175.5	154.3	122.3
1965—August.....	139.4	137.8	141.2	120.7	147.9	175.8	154.6	122.6
September.....	139.1	136.4	141.5	121.4	148.7	176.0	154.0	122.6
October.....	139.3	135.7	141.6	123.2	148.7	177.0	154.2	122.6
November.....	140.2	138.2	142.0	123.7	148.7	177.9	155.0	122.3
December.....	140.8	139.6	142.4	123.8	148.8	177.9	155.4	122.3
1966—January.....	141.2	140.6	142.9	122.7	149.1	178.1	155.4	123.1
February.....	142.1	142.5	143.1	123.3	150.0	178.1	156.4	123.4
March.....	142.4	143.4	143.3	124.2	150.0	178.1	156.6	123.4
April.....	143.2	143.7	143.7	125.3	150.7	179.2	157.6	125.0
May.....	143.4	143.8	144.2	125.0	151.1	180.7	159.2	125.1
June.....	143.8	144.2	144.4	125.3	151.2	181.2	159.3	125.1
July.....	144.3	146.0	144.8	125.2	151.2	181.0	159.3	125.1
August.....	144.9	148.1	145.0	124.8	150.6	181.3	159.6	125.1

NOTE: 1957 weighted.

Calculated by the Prices Division, Dominion Bureau of Statistics.

**TABLE F-2—Consumer Price Indexes for Regional Cities of Canada at the Beginning of July 1966**

	All-Items			Food	Housing	Clothing	Trans- portation	Health and Personal Care	Recreation and Reading	Tobacco and Alcohol
	July 1965	June 1966	July 1966							
(1949 = 100)										
St. John's, Nfld.*.....	123.5	126.3	126.3	126.8	117.4	118.8	123.0	167.7	150.8	116.1
Halifax.....	135.4	138.1	138.5	139.3	137.2	134.3	140.7	176.5	173.7	127.0
Saint John.....	138.0	140.8	140.9	143.4	135.7	133.8	148.9	197.1	159.2	126.6
Montreal.....	139.0	142.2	142.2	150.5	138.5	115.5	168.1	187.5	162.0	128.0
Ottawa.....	139.3	143.7	144.4	148.5	139.5	129.9	166.5	190.2	154.1	132.8
Toronto.....	141.1	146.3	147.2	146.5	146.1	134.0	152.2	180.8	197.0	129.9
Winnipeg.....	135.4	139.3	139.2	143.0	130.6	131.4	141.4	195.0	146.9	138.5
Saskatoon-Regina.....	132.3	135.8	136.1	141.8	129.4	138.6	137.9	158.7	152.9	125.4
Edmonton-Calgary.....	130.6	134.1	134.5	134.8	129.6	135.2	135.7	182.4	149.2	121.2
Vancouver.....	135.3	138.3	138.5	140.2	136.0	128.6	152.2	159.8	156.8	123.9

\* St. John's index on the base June 1951 = 100.

NOTE: Indexes above measure percentage changes in prices over time in each city and should not be used to compare actual levels of prices as between cities.



## G—Strikes and Lockouts

Statistical information on work stoppages in Canada is compiled by the Economics and Research Branch of the Department of Labour on the basis of reports from the National Employment Service. The first three tables in this section cover strikes and lockouts which amount to ten or more man-days. The number of workers involved includes all

workers reported on strike or locked out, whether or not they all belonged to the union directly involved in the disputes leading to the work stoppages. Workers indirectly affected, such as those laid off as a result of a work stoppage, are not included. For further notes on the series, see page 492, August issue.

**TABLE G-1—Strikes and Lockouts, 1961-1966**

Month or Year	Strikes and Lockouts Beginning During Month or Year	Strikes and Lockouts in Existence During Month or Year			
		Strikes and Lockouts	Workers involved	Duration in Man-Days	
				Man-Days	Per Cent of Estimated Working Time
1961.....	272	287	97,959	1,335,080	0.11
1962.....	290	311	74,332	1,417,900	0.11
1963.....	318	332	83,428	917,410	0.07
1964.....	327	343	100,535	1,580,550	0.11
*1965.....	452	476	171,858	2,323,750	0.17
*1965—July.....	52	99	33,691	326,070	0.26
August.....	37	83	27,196	243,550	0.20
September.....	46	92	21,012	216,080	0.18
October.....	39	87	16,080	161,560	0.15
November.....	29	78	11,387	107,760	0.08
December.....	21	58	9,185	86,460	0.07
*1966—January.....	32	66	15,878	139,450	0.12
February.....	33	76	18,403	237,920	0.21
March.....	54	90	30,079	354,250	0.27
April.....	64	108	50,838	441,130	0.38
May.....	54	95	28,465	332,450	0.27
June.....	51	102	42,519	389,730	0.29
July.....	62	108	83,195	812,720	0.65

\*Preliminary.

**TABLE G-2—Strikes and Lockouts, July 1966, by Industry (Preliminary)**

Industry	Strikes and Lockouts	Workers Involved	Man-Days
Forestry.....	2	111	370
Mines.....	10	22,318	247,060
Manufacturing.....	60	18,483	245,670
Construction.....	21	6,555	28,910
Transportation and utilities.....	7	1,274	15,940
Trade.....	4	266	5,720
Finance.....	—	—	—
Service.....	2	32,503	238,560
Public administration.....	2	1,685	30,490
All industries.....	108	83,195	812,720

**TABLE G-3—Strikes and Lockouts, July 1966, by Jurisdiction (Preliminary)**

Jurisdiction	Strikes and Lockouts	Workers Involved	Man-Days
Newfoundland.....	3	1,483	8,470
Prince Edward Island.....	1	122	1,040
Nova Scotia.....	4	1,584	9,020
New Brunswick.....	4	1,064	3,520
Quebec.....	27	45,263	445,000
Ontario.....	46	29,911	312,150
Manitoba.....	2	980	7,320
Saskatchewan.....	1	6	420
Alberta.....	3	814	6,950
British Columbia.....	12	722	7,080
Federal.....	5	1,246	11,750
All jurisdictions.....	108	83,195	812,720

**TABLE G-4—Strikes and Lockouts involving 100 or More Workers, July 1966 (Preliminary)**

Industry, Employer Location	Union	Workers Involved	Duration in Man-Days		Starting Date — Termination Date	Major Issues — Result
			July	Accu- mulated		
FORESTRY						
Feldman Timber Co. Ltd., Matheson, Ont.	Carpenters Local 2995 (AFL-CIO/CLC)	100	300	300	July 27 —	New agreement—
MINES						
<i>Metals</i>						
The Hilton Mines Ltd., Bristol, Que.	Steelworkers Loc. 5656 (AFL-CIO/CLC)	353	7,060	8,470	June 27 July 31	Wages—65c. an hr. increase over a 3-yr. agreement.
Iron Ore Co. of Canada, Ltd., Various locations, Que.	Steelworkers Loc. 5567 & 6869 (AFL-CIO/CLC)	2,250	24,000	24,000	July 4 July 20	Wages, vacations, fringe bene- fits—15c. an hr. increase retro- active to Oct. 1965, 10c. Oct. 1966, 10c. Oct. 1967; one more statutory holiday, other benefits.
Iron Ore Co. of Canada, Ltd., Labrador City, Labrador, Nfld.	Steelworkers Loc. 5795 (AFL-CIO/CLC)	1,200	7,200	7,200	July 5 July 14	Wages, fringe benefits—24c. an hr. increase over a 3-yr. period; 5 weeks vacation after 5 years, 9 weeks after 10 years, other improved benefits.
International Nickel Co. of Canada Ltd., Various locations, Ont.	Steelworkers Loc. 6500 & 6200 (AFL-CIO/CLC)	17,417	201,280	201,280	July 14 —	Wages in a new agreement—
Quebec Iron & Titanium Co., Hâvre St-Pierre, Que.	Steelworkers Loc. 4466 (AFL-CIO/CLC)	222	2,220	2,220	July 16 —	Wages, health and welfare plan, statutory holidays, vacations—
Brunswick Mining & Smelting Corp. Ltd., Bathurst, N.B.	Steelworkers Loc. 5385 (AFL-CIO/CLC)	580	2,320	2,320	July 19 July 23	Alleged grievances with main- tenance foreman—Return of workers, further negotiations
Brynnor Mines Ltd., Kennedy Lake, B.C.	Various unions	156	1,250	1,250	July 19 —	New agreement—
MANUFACTURING						
<i>Food and Beverages</i>						
Hershey Chocolate of Canada Ltd., Smiths Falls, Ont.	Retail Wholesale Employees Loc. 461 (AFL-CIO/CLC)	101	1,010	2,560	June 10 July 18	Wages, working conditions, un- ion security, check-off—14c. an hr. increase over a 2-yr. agree- ment; granting of check-off, other improved benefits.
Ogilvie Flour Mills Ltd.* Montreal, Que.	Commerce and Office Employees (CNTU)	353	1,770	2,280	June 29 July 11	Wages, pension plan—35c. an hr. increase over a 2-yr. con- tract; 8-hr. day, 5-day work wk.
Canada Packers Ltd., Toronto, Ont.	Packinghouse Workers Loc. 114 (AFL-CIO/CLC)	1,896	20,520	20,520	July 18 —	Wages, hours—
Canada Packers Ltd., Charlottetown, P.E.I.	Packinghouse Workers Loc. 282 (AFL-CIO/CLC)	122	1,040	1,040	July 20 —	Wages, hours—



**TABLE G-4—Strikes and Lockouts involving 100 or More Workers, July 1966 (Preliminary) (Continued)**

Industry, Employer Location	Union	Workers Involved	Duration in Man-Days		Starting Date — Termination Date	Major Issues — Result
			July	Accu- mulated		
Canada Packers Ltd., Montreal, Que.	Packinghouse Workers Loc. 357 (AFL-CIO/CLC)	803	6,420	6,420	July 20 —	Wages, hours, vacations—
Canada Packers Ltd., Hull, Que.	Packinghouse Workers Loc. 314 (AFL-CIO/CLC)	270	2,370	2,370	July 20 —	Wages, hours—
Canada Packers Ltd., Winnipeg, Man.	Packinghouse Workers Loc. 216 (AFL-CIO/CLC)	776	6,810	6,810	July 20 —	Wages, hours—
Calgary Packers, Calgary, Alta.	Packinghouse Workers Loc. 421 (AFL-CIO/CLC)	205	1,800	1,800	July 20 —	Wages, fringe benefits—
Canada Packers Ltd., Edmonton, Alta.	Packinghouse Workers Loc. 243 (AFL-CIO/CLC)	600	5,000	5,000	July 20 —	Wages, hours—
Canada Packers Ltd., Vancouver, B.C.	Packinghouse Workers Loc. 162 (AFL-CIO/CLC)	244	1,950	1,950	July 20 —	Wages, hours—
Chaine Coopérative du Saguenay St-Bruno & Chambord, Que.	Commerce and Office Employees (CNTU)	126	500	500	July 25 July 29	Wages, seniority, vacations— Minimum wage rates adjusted for job classification, 10c. an hr. increase retroactive to May 1, 1966, 5c. Nov. 1, 1966 with three additional 5c. increases each 6 mos. to a total of 30c. for duration of contract; other benefits.
Christie's Bread Div. of Nabisco Ltd., Toronto, Ont.	Bakery Workers Loc. 264 (CLC)	322	430	430	July 28 —	Wages in new agreement—
<i>Textiles</i>						
Dominion Textile Co. Ltd., Drummondville, Que.	Textile Federation (CNTU)	700	14,000	68,690	Mar. 11 —	Alleged slowness in production by workers—
Dominion Textile Co., Sherbrooke, Que.	Textile Federation (CNTU)	534	10,680	43,800	Apr. 1 —	Wages, working conditions, sen- iority—
Domil Ltd., Sherbrooke, Que.	Textile Federation (CNTU)	825	16,500	67,800	Apr. 1 —	Wages—
Dominion Textile Co. Ltd., Magog, Que.	Textile Federation (CNTU)	2,425	48,500	184,900	Apr. 13 —	Wages—
Dominion Textile, St-Grégoire, Cté Montmorency, Que.	Textile Federation (CNTU)	982	19,640	73,640	Apr. 13 —	Wages—
Cosmos Imperial Mills Limited, Yarmouth, N.S.	United Textile Workers Loc. 152 (AFL-CIO/CLC)	422	8,020	8,020	July 5 —	Wages, hours—

**TABLE G-4—Strikes and Lockouts involving 100 or More Workers, July 1966 (Preliminary) (Continued)**

Industry, Employer Location	Union	Workers Involved	Duration in Man-Days		Starting Date — Termination Date	Major Issues — Result
			July	Accu- mulated		
Millhaven Fibres Ltd., Millhaven, Ont.	Oil Workers Locs. 9670 & 9692 (AFL-CIO/CLC)	795	10,870	10,870	July 12 —	Wages, fringe benefits—
Fiberglass Canada Ltd., Guelph, Ont.	Textile Workers' Union Loc. 1305 (AFL-CIO/CLC)	146	70	70	July 14 July 14	Grievance procedures—Return of workers.
<i>Wood</i>						
Tru-Fit Millwork Ltd. (Can.) Burnaby, B.C.	Carpenters Loc. 1928 (AFL-CIO/CLC)	168	2,350	2,350	July 12 July 31	New agreement—Wage in- creases; 4 weeks vacation after 15 years, improved welfare bene- fits.
<i>Paper</i>						
Rolland Paper Co., St-Jérôme & Mont Rolland, Que.	Papermakers Locs. 454 & 455 (AFL-CIO/CLC)	700	7,000	13,300	June 20 July 18	Wages—20c. an hr. increase retroactive to May 1, 1966, 10c. Nov. 1, 1966, 10c. Aug. 1, 1967: 8 hr. day, 40 hr. wk. 5 weeks vacation after 25 years, other benefits.
<i>Printing and Publishing</i>						
The Star, Telegram and Globe & Mail, Toronto, Ont.	Typographical Union Loc. 91 (AFL-CIO/CLC)	396	8,000	236,090	July 9 1964	Working conditions as affected by computers, job security, union membership of foremen—
<i>Primary Metals</i>						
Ontario Malleable Iron Co. Ltd., Oshawa, Ont.	Steelworkers Loc. 1500 (AFL-CIO/CLC)	512	10,480	16,900	June 15 —	Wages, welfare benefits—
The Wabi Iron Works Ltd., New Liskeard, Ont.	Steelworkers Loc. 4354 (AFL-CIO/CLC)	205	1,370	1,370	July 21 —	Wages—
<i>Metal Fabricating</i>						
Pedlar People Ltd., Oshawa, Ont.	Steelworkers Loc. 2784 (AFL-CIO/CLC)	228	2,280	3,310	June 24 July 18	Wages—38c. an hr. increase over 2-yr. agreement; other im- proved benefits.
Dominion Magnesium Ltd., Haley, Ont.	Steelworkers Loc. 4632 (AFL-CIO/CLC)	369	4,350	4,350	July 15 —	Signing a new agreement—
<i>Machinery</i>						
Koehring Waterous Ltd., Brantford, Ont.	Machinists Loc. 1105 (AFL-CIO/CLC)	171	2,570	5,000	June 14 July 25	Wages—wage increase, other improved benefits.
<i>Transportation Equipment</i>						
Truck Engineering Co. Ltd., Woodstock, Ont.	Auto Workers Loc. 636 (AFL-CIO/CLC)	152	1,980	8,920	Apr. 29 July 21	Wages, fringe benefits, wording of contract—13c. an hr. increase retroactive Mar. 1, 1966.
Hawker-Siddeley Canada Limited, Trenton, N.S.	Steelworkers Loc. 1231 (AFL-CIO/CLC)	1,000	830	830	July 5 July 6	Delay in signing new agree- ment—Return of workers pend- ing further negotiations.



**TABLE G-4—Strikes and Lockouts involving 100 or More Workers, July 1966 (Preliminary) (Continued)**

Industry, Employer Location	Union	Workers Involved	Duration in Man-Days		Starting Date — Termination Date	Major Issues — Result
			July	Accu- mulated		
Orenda Engines Division Hawker Siddeley Canada Ltd., Malton, Ont.	Machinists Loc. 1922 (AFL-CIO/CLC)	500	6,000	6,000	July 14 —	New agreement—
Galt Metal Industries Ltd., Galt, Ont.	Steelworkers Loc. 2894 (AFL-CIO/CLC)	155	1,140	1,140	July 21 —	Wages—
<i>Electrical Products</i>						
Iberville Fittings (1962) Limited St. Jean, Que.	Steelworkers Loc. 3953 (AFL-CIO/CLC)	177	3,540	9,220	May 18 —	Wages, hours—
<i>Chemical Products</i>						
Monsanto Canada Ltd., LaSalle, Que.	Oil Workers Loc. 9-762 (AFL-CIO/CLC)	155	3,100	4,960	June 10 —	Wages—
Sterling Drugs Ltd., Aurora, Ont.	Oil Workers Loc. 9435 (AFL-CIO/CLC)	215	3,830	3,830	July 5 —	Wages, fringe benefits—
<b>CONSTRUCTION</b>						
Sheafer-Townsend Ltd., Hamilton and area, Ont.	Plumbers Loc. 67 (AFL-CIO/CLC)	435	5,660	10,010	June 17 July 21	Wages, fringe benefits, working conditions—\$1.20 an hr. increase over a 2-yr. contract; 8% vacation pay, work week reduced to 37½ hrs. from 40 hrs. by May 1, 1968.
Pigott Construction Co. Ltd., Toronto, Ont.	Carpenters Loc. 27 (AFL-CIO/CLC)	160	1,600	1,600	July 4 July 18	Jurisdictional dispute—Return of workers.
Several construction contractors, Toronto, Ont.	Labourers Loc. 183 (AFL-CIO/CLC)	251	130	130	July 8 July 11	Grievances—return of workers.
Chemical Const. (Can.) Ltd., Brandon, Man.	International Operating Engineers Loc. 901 (AFL-CIO/CLC)	204	510	510	July 8 July 13	Dismissal of one union steward—Return of workers.
Lundrigan's Limited, Various locations, Nfld.	Unorganized	225	230	230	July 14 July 15	Wages, hours—Return of workers pending negotiations.
Ralph M. Parsons Construction Co. Ltd., Hoyle and Kidd Creek, Ont.	Carpenters Loc. 2486 (AFL-CIO/CLC)	1,663	3,080	3,080	July 14 July 16	Wages—Return of workers.
Several construction contractors, Kidd Creek Mine, Kidd Twp., Ont.	Various unions	1,694	10,160	10,160	July 19 July 27	Wages in a new agreement—Wage increase 30c. an hr. eff. July 1, 1966, a further \$1.00 an hr. over 3-yr. contract.

**TABLE G-4—Strikes and Lockouts involving 100 or More Workers, July 1966 (Preliminary) (Concluded)**

Industry, Employer Location	Union	Workers Involved	Duration in Man-Days		Starting Date	Major Issues — Result
			July	Accu- mulated	Termi- nation Date	
Several construction contractors, Hoyle, Ont.	Various unions	914	4,570	4,750	July 20 July 27	Delay in signing new agree- ment—Wage increase 30c. an hr. eff. July 1, 1966, a further \$1.00 an hr. over a 3-yr. con- tract.
Mace Limited, Bathurst, N.B.	Various unions	430	860	860	July 22 July 24	In sympathy with Brunswick Mining & Smelting Corp. Ltd.— Return of workers.
Several construction contractors, Halifax, N.S.	Sheet Metal Workers Loc. 409 (AFL-CIO/CLC)	150	150	150	July 29 July 31	Alleged dispute between one employee and one foreman— Return of workers.
<b>TRANSPORTATION &amp; UTILITIES</b>						
<i>Transportation</i>						
Quebec North Shore & Labrador Railway* Sept-Îles, Que.	Machinists Loc. 767 (AFL-CIO/CLC)	695	8,340	8,340	July 6 July 22	Wages, hours, vacations, fringe benefits—\$1.12 an hr. increase over a 3-yr. period; progressive reduction in hours from 48 to 40 by 1968, other improved benefits.
Eastern Canada Stevedoring (1963) Ltd.* and Hamilton Shipping Co. Ltd.,* Hamilton, Ont.	I.L.A. Loc. 1654 (AFL-CIO/CLC)	174	1,450	1,450	July 11 July 25	Wages—Return of workers.
<i>Power, Gas and Water</i>						
Hydro-Quebec, Various locations, Que.	Syndicat Professionnel des Ingénieurs (CNTU)	356	5,340	23,020	Apr. 13 July 25	Jurisdictional dispute between union and company—Wage in- creases of \$550. per yr. over a 18 mo. contract.
<b>TRADE</b>						
Crane Canada Limited, Port Hope, Ont.	Steelworkers Loc. 4115 (AFL-CIO/CLC)	216	4,580	4,690	June 30 —	Wages, welfare benefits, vaca- tion—
<b>SERVICE</b>						
<i>Health and Welfare</i>						
Quebec Hospital Association, Province-wide, Que.	Service Employees' Federation (CNTU)	32,500	238,500	238,500	July 15 —	Wages, hours—
<b>PUBLIC ADMINISTRATION</b>						
<i>Provincial Administration</i>						
Government of Quebec, Province-wide, Que.	Syndicat des professionnels du gouvernement (CNTU)	1,600	30,400	91,209	May 9 July 29	Wages in a first agreement— Wage increase, other improved benefits.

\*Federal Jurisdiction.



## H—Employment Fatalities

**TABLE H-1—Employment Fatalities in Canada by Industry† and Occupation‡ during Second Quarter of 1966**

Occupation	Agri- culture	Forestry	(1) Fishing	(2) Mining	Manu- facturing	Con- struc- tion	(3) Trans- porta- tion	Trade	(4) Finance	(5) Service	(6) Public Adminis- tration	Total	Per Cent of Total
Farmers (a).....	12	—	—	—	—	—	—	—	—	1	—	13	5.7
Loggers (b).....	—	16	—	—	—	1	—	—	—	—	—	17	7.5
Fishermen (c).....	—	—	2	—	—	—	—	—	—	—	—	2	0.8
Miners (d).....	—	—	—	21	2	—	—	—	—	—	—	23	10.1
Craftsmen (e).....	—	2	—	2	29	40	15	2	—	—	1	91	39.9
Labourers (f).....	—	—	—	—	2	6	1	—	—	6	—	15	6.6
Transport (g).....	—	2	—	—	2	2	30	2	—	—	—	38	16.7
Managerial.....	—	2	—	—	1	2	2	—	—	—	—	7	3.1
Professional (h).....	—	1	1	1	1	2	—	—	—	2	—	8	3.5
Clerical.....	—	—	—	—	1	—	—	—	—	—	—	1	0.4
Sales.....	—	—	—	—	—	—	—	1	—	—	—	1	0.4
Service (i).....	—	—	—	—	1	—	—	1	—	4	6	12	5.3
<b>TOTAL.....</b>	<b>12</b>	<b>23</b>	<b>3</b>	<b>24</b>	<b>39</b>	<b>53</b>	<b>48</b>	<b>6</b>	<b>—</b>	<b>13</b>	<b>7</b>	<b>228*</b>	<b>100.0</b>
Per cent of total.....	5.3	10.1	1.3	10.5	17.1	23.2	21.1	2.6	—	5.7	3.1	100.0	

†Includes: (1) Trapping and hunting. (2) Quarrying and oil wells. (3) Storage, communication, electric power, gas and water utilities. (4) Insurance and real estate. (5) Community, business and personal service. (6) Defence.

‡Includes: (a) Farm workers. (b) Related workers. (c) Trappers and hunters. (d) Quarrymen and related workers. (e) Production process and related workers. (f) Unskilled workers (not agricultural, fishing, logging or mining). (g) Communication workers. (h) Technical occupations. (i) Recreation workers.

\*Of this total, 171 fatalities were reported by the various provincial Workmen's Compensation Boards; details of the remaining 57 were obtained from other sources.

**TABLE H-2—Employment Fatalities in Canada by Industry\* and Type of Accident\*\* during Second Quarter of 1966**

Type of Accident	Agri- culture	Forestry	Fishing	Mining	Manu- facturing	Con- struc- tion	Transpor- tation	Trade	Finance	Service	Public Adminis- tration	Total	Per Cent of Total
Struck by objects (j).....	2	14	—	9	8	16	6	—	—	3	—	58	25.4
Falls and slips (k).....	—	2	2	6	10	18	12	1	—	5	3	59	26.0
Collisions, derailments (l) ..	2	4	1	—	4	8	16	3	—	2	1	41	18.0
Caught in, on, between (m)	6	3	—	2	6	4	5	1	—	1	—	28	12.3
Inhalation (n).....	1	—	—	4	2	—	1	—	—	—	1	9	4.0
Conflagrations (o).....	—	—	—	1	3	1	1	—	—	—	1	7	3.0
Electric current (p).....	1	—	—	—	3	4	5	—	—	1	—	14	6.1
Over-exertion (q).....	—	—	—	—	2	1	1	1	—	1	—	6	2.6
Striking against (r).....	—	—	—	1	—	—	—	—	—	—	—	1	0.4
Miscellaneous (s).....	—	—	—	1	1	1	1	—	—	—	1	5	2.2
<b>TOTAL.....</b>	<b>12</b>	<b>23</b>	<b>3</b>	<b>24</b>	<b>39</b>	<b>53</b>	<b>48</b>	<b>6</b>	<b>—</b>	<b>13</b>	<b>7</b>	<b>228</b>	<b>100.0</b>
Per cent of total.....	5.3	10.1	1.3	10.5	17.1	23.2	21.1	2.6	—	5.7	3.1	100.0	

\*See footnote to Table H-1 above.

\*\*Includes: (j) Tools, vehicles, etc. (k) On same level and to different levels. (l) Wrecks, etc. (m) Machinery, vehicles, etc. (n) Contact, absorptions, ingestion and industrial diseases. (o) Temperature extremes and explosions. (p) Lightning. (q) Strains, hernia, etc. (r) Stepping on objects. (s) Violence, bites, stings, etc.

# labour gazette

Canada Department of Labour/November 1966

PERIODICALS READING ROOM  
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# Canada Department of Labour Publications

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*Annual Report of the Department of Labour* (Covers fiscal year ending March 31). (English or French). Price \$1.00, Cat. No. L1-1965.

*Report of the Industrial Inquiry Commission on Canadian National Railways "Run-Throughs."* Report of Hon. Mr. Justice Samuel Freedman, Commissioner. (English or French). Price \$1.50, Cat. No. L35-965/1.

## Supplements to Labour Gazette

*Collective Bargaining Review:* a LABOUR GAZETTE supplement. Prepared by the Collective Bargaining Section, Labour-Management Division, Economics and Research Branch, Canada Department of Labour. This review was formerly included in the pages of the LABOUR GAZETTE. Obtainable from the Canada Department of Labour. Free to LABOUR GAZETTE subscribers.

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## Economics and Research Branch

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*Industrial and Geographical Distribution of Union Membership in Canada, 1965* (English or French). Price 15 cents, Cat. No. L31-765.

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*Working Conditions in Canadian Industry, 1964.* Price 50 cents, Cat. No. L2-15/1964.

## Legislation Branch

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*Workmen's Compensation in Canada—A Comparison of Provincial Laws* October 1963. (With LABOUR GAZETTE reprints covering changes in 1964 and 1965). (English or French). Price 35 cents, Cat. No. L2-6/1963.

*Labour Legislation of the Past Decade.* A review of developments in Canadian labour legislation in 1951-1960 period. (English or French). Price 55 cents, Cat. No. L14-2061.

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# labour gazette

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CN Train in an S-turn at Windy Point in Jasper National Park, Alberta. For a feature account of the recent rail strike, turn to page 630.

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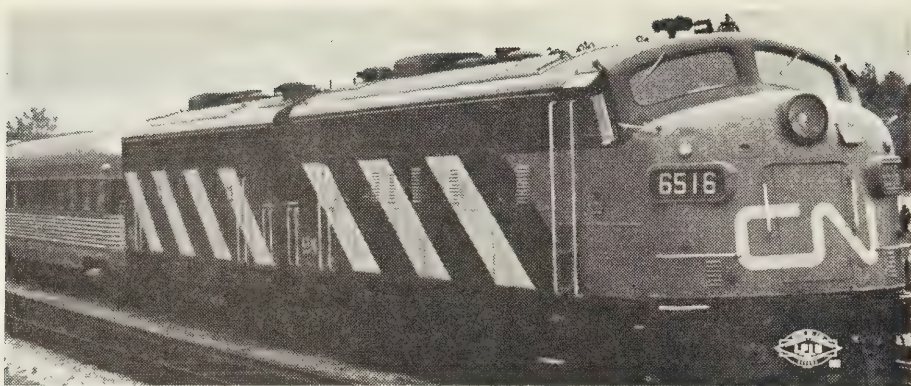
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# The Rail Strike



An Act of Parliament was required to end a week-long nation-wide halt in the transportation and shipping operations of the CNR, CPR, and 11 smaller railways

The second nation-wide railway strike in Canadian history began at 12 noon on Friday, August 26, almost exactly 16 years after the first, which began on August 22, 1950. Like the first, it was brought to an end by the passing of a special Act of Parliament requiring the striking employees to return to work. The strikers were employees of the Canadian National Railways, the Canadian Pacific Railway Company, and 11 smaller railways.

Parliament met in special session on Monday, August 29, and Bill C-230, imposing a settlement of the railway dispute, was given final passage and received Royal Assent on Thursday, September 1, as "an Act to provide for the resumption of operations of railways and for the settlement of the existing dispute with respect to terms and conditions of employment between railway companies and their employees." The title of the act was "Maintenance of Railway Operation Act."

## Return to Work

As soon as the Act became law, the heads of the unions directed their members to return to work, and the men began to return immediately. Some, however, remained out and showed a disposition to continue to stay out in defiance of the law. The most persistent pockets of resistance to the settlement imposed by the Government were among the non-operating employees in British Columbia and the shopcraft workers in Montreal.

But by Tuesday the railway companies said that service was back to normal

across the country. The 4,000 shopcraft workers in the Canadian Pacific Railway Company's Angus Shops in Montreal still remained out in large numbers, but enough had returned to enable the company to re-open the shops. By the next day, September 7, all had returned, as had workers in the CNR's Winnipeg yards.

Along with Bill C-230, the Government introduced a measure, Bill C-231, "to define and implement a national transportation policy for Canada, to amend the Railway Act and other acts in consequence thereof and to enact other consequential provisions." This bill was based on the recommendations of the MacPherson Commission (see p. 633) and it proposed to reduce, by stages, government subsidies of railway freight operations, set the railways free to establish rates competitive with those of other forms of transport; and to allow the railways to abandon uneconomic branch lines and passenger services. It proposed also to set up a new board to take over the regulation of all forms of transport.

The negotiations that developed into the dispute between the unions and the railways began when the unions involved served notice to bargain on the companies in November 1965. The setting up of a conciliation board in the dispute referred to below as Dispute No. 1 was requested by the unions on January 27, that of the board in Dispute No. 2 on March 1, and that of the board in Dispute No. 3 on March 21. The union's applications for the appointment of the two boards that

dealt with Dispute No. 4 were received by the Minister of Labour on April 15 and May 27.

The boards were fully constituted on dates varying from April 19 to June 15, and reports from the boards were received by the Minister on dates varying from July 4 to August 12.

This time the dispute between the Canadian railways and the non-operating unions was more complicated than other postwar disputes of the kind. In previous disputes, the unions representing the non-operating employees had negotiated as a group with the railway companies, whereas on this occasion they had divided into three separate groups. It also happened that a dispute between the two main railway companies and the Brotherhood of Railroad Trainmen was going on simultaneously with the dispute involving the non-operating unions. Previously, the unions representing the running trades have not usually been negotiating with the railways at the same time as the non-operating unions.

The dispute thus resolved itself into four separate disputes, although the first three were closely related, and when the strike began, all the unions concerned struck simultaneously.

## Dispute No. 1

This dispute involved seven main railways and seven unions representing about 51,000 non-operating employees, including telegraphers, signalmen, maintenance-of-way workers, freight handlers, express-



men, clerks and station employees. It also included sleeping and dining car porters on the Canadian Pacific Railway.

The chairman of the conciliation board appointed to deal with this dispute was Mr. Justice F. Craig Munroe of Vancouver; the nominee of the companies was A. G. Cooper, Q.C., Halifax; and the nominee of the unions was Harry Sherman Crowe, Ottawa. Each of the three members of the board filed a separate report, the reports being received by the Minister of Labour on July 4.

The main issue in Dispute No. 1 was wages. The unions had demanded a general pay increase of 55 cents an hour, plus a bonus of 20 per cent (equal to about 49 cents an hour) for skilled workers, who numbered 17,000 in this group.

In his report, the chairman based his recommendation regarding wage increases on the national standard of earnings of employees in the durable goods industries. He referred to suggestions that he should take the recent wage settlements in the disputes involving longshoremen in Quebec and workers on the St. Lawrence Seaway as a guide in his recommendations about wage increases. His answer was, "I think not."

Mr. Justice Munroe pointed out that the employees affected by such settlements were not working in the durable goods manufacturing industries, and such settlements were not typical or representative of negotiated wage settlements for 1966 and 1967 in such industries, or in industry in general. Moreover, he continued, they involved a relatively small number of employees and arose out of special circumstances. "It would, I think, be no more justifiable to consider such settlements as governing factors in my determination than it would be to say that other wage settlements of amounts less than my recommendation which involve larger numbers of employees, of which many examples could be cited, should govern."

The chairman recommended increases equal to an average of 40 cents an hour during the latter half of 1967; and he said he expected that, owing to changes in "skill mix" and payment of premium rates, such an increase would produce an actual increase of more than 44 cents an hour by the end of 1967.

The recommended increase was to be given in four stages: 4 per cent effective January 1, 1966; another 4 per cent on July 1, 1966; a further 4 per cent on January 1, 1967; and a final 6 per cent effective July 1, 1967. The chairman also recommended changes advantageous to the employees in certain fringe benefits.

The proposals of the unions for stabilization of the work force at an arbi-

## Appointments for Mediation and Labour Relations



Goldenberg



Woods

The day after the Maintenance of Railway Operation Act was passed, the Minister of Labour announced in the Commons the appointment of Carl H. Goldenberg, Q.C., as mediator under the Act to take charge of proceedings in the dispute between the railways and the unions.

Mr. Goldenberg got to work immediately, and he said he was confident "that if both parties are prepared to negotiate in good faith, we will reach an agreement without the need of resorting to compulsory arbitration."

On the same day, the Prime Minister announced the establishment of a "task force" to "look into this whole question of labour disputes, and the procedures and provisions of the current laws that we have to deal with them, and to recommend to Government changes that may be required."

Prof. Harry Douglas Woods, Dean of Arts and Sciences at McGill University, was appointed head of the task force, which was to include officials of the Department of Labour and and labour experts from outside the Government.

trary level were similar to those contained in a demand made before the conciliation board in 1962, the chairman's report said. On that occasion, the board had recommended the establishment of a job security program and the setting up of a fund by each railway company to be accumulated by a contribution from the company of 1 cent an hour worked (or paid for) by all employees. This program had subsequently been put into effect.

"I am of the opinion," Mr. Justice Munroe said, "that the long-term interests of the railway companies and of their employees will not be served by anything

which impedes efficiency and modernization of operations. To require the railway companies to employ people for whom no work is available could only lead to disaster for employer and employee alike. . . ."

The chairman agreed with the unions that, as they had said, "the railway companies must continue to accept a responsibility for minimizing the adverse effects of changed working conditions upon their employees. In turn, the unions must not try to imprison the railways within a system of obsolete or uneconomic methods and procedures."

He recommended that the committee which had been appointed to administer the job security funds should undertake a study of existing federal government programs for retraining, and otherwise easing the hardship suffered by employees who were laid off on account of technological change. In the light of such a review, he said, the parties should "examine the need for expansion of the purposes for which payments may be made out of the job security funds and the need for any necessary increase in the scale of payments."

Mr. Justice Munroe declined to recommend that, as requested by the unions, the recommendations of the Freedman Report (L.G., Jan.-Feb., p. 4) should be included in new collective agreements. He said that the report was then under study by the Government of Canada. There was also nothing to indicate that the railway companies were contemplating "major changes that will materially affect the job security of the employees represented before this board." He would expect, however, "that good sense will prompt the railway companies not to introduce such changes without first engaging in meaningful discussions with the unions and employees concerned."

### Dispute No. 2

This dispute affected eight main railway companies and 10 railway shop craft unions representing about 22,500 craftsmen in such occupations as machinist, electrician, and plumber.

The main issue in this dispute was also wages. The unions had demanded a general wage increase of 23 per cent, amounting to an average of about 57 cents an hour. In addition, they had asked for an increase of 30 per cent for skilled workers. This worked out at about 72 cents an hour for 16,000 skilled craftsmen in the group. Demands were made also for increased fringe benefits.

The members of the conciliation board appointed to deal with this dispute were the same as those who made up the board in Dispute No. 1. As in the previous case, each of the members submitted a separate



report to the Minister of Labour, who received them in July.

The chairman, in his report, using reasoning similar to that which he had used in his report in Dispute No. 1, recommended a percentage increase, to be given in four stages, identical with that which he recommended in the first dispute.

In regard to the wages of Class "B" mechanics, however, he made a further recommendation. This was that a special committee be established immediately, composed of an equal number of representatives of the unions concerned and the railway companies affected, "to study the job content and skill requirements of employees receiving Class "B" rates of pay, and to inquire into the demands made by the unions before this board—said study and inquiry to be completed within four months of the signing of the master agreement. If the parties fail within such period of time to reach agreement, the issues remaining unresolved shall forthwith thereafter be submitted to binding arbitration."

### Dispute No. 3

Affected by this dispute were four railway companies, of which the Canadian National Railways was the only large one, and the Canadian Brotherhood of Railway, Transport and General Workers, representing about 20,500 non-operating employees, including freight handlers, expressmen, clerks, station employees and dining and sleeping car porters.

Hon. J. C. A. Cameron, Q.C., Ottawa, was chairman of the conciliation board appointed by the Minister of Labour to deal with this dispute. A. G. Cooper, Q.C., Halifax, was the member appointed on the nomination of the companies; and E. P. O'Neal, Vancouver, was the third member, nominated by the union. A separate report was submitted by each of the three members, and these reports were received by the Minister of Labour on August 11.

The union had demanded an increase of 90 cents an hour in all rates of pay. The union also demanded that a "work stabilization plan" be put into effect. This plan was the same as that proposed by the non-operating unions in Dispute No. 1.

In his report, Mr. Cameron went into the wage claims of the union in considerable detail. He said that the union based its claim for a wage increase of 90 cents an hour on "the productivity performance of the railways," and he quoted the union as saying that "for the first time since 1950 a union representing non-operating railway workers is proposing a criterion for settlement other than a comparison with earnings in the durable goods sector of manufacturing industry."

Dealing with the union's claim that the

increase it was demanding was justified by the increased productivity of the railways, the chairman pointed out that it was "a fallacy to suggest that all of the actual increased productivity should be allotted to labour, and be reflected entirely in increased wages." He said that it was "practically self-evident that other factors should be taken into consideration, such as increases of capital, new equipment and managerial ability."

Mr. Cameron could also find no satisfactory reason for the union's taking the period 1954 to 1965 in measuring the gain in productivity. "A low base year such as 1954 naturally tends to show an unwarranted increase in productivity. If the years 1964 and 1965 were used, very different results would be obtained. He also found other flaws in the union's method of determining changes in productivity, and his conclusion was that "productivity" as computed by the brotherhood is of no use in determining what wage increases should be granted."

In comparing railwaymen's wages with wages in durable goods manufacturing industries, the chairman's report quoted wage rates for a number of occupations for both outside industry and for the railways; and his conclusion was that, for many of the employees in occupations other than those of sleeping, dining and parlour car employees, "rates of pay in December 1965 were substantially in excess of rates paid not only in the durable goods section of the manufacturing industry, but in outside industry as a whole."

Regarding the sleeping, dining and parlour car employees, he pointed out that the situation was complicated by reason of the fact that the work month of these employees had been reduced by agreement between the railway (CNR) and the brotherhood from 208 to 174 hours in stages from July 1, 1966 to June 1, 1967. This reduction of hours without loss of take-home pay had resulted in an hourly wage increase of from 31 to 44 cents an hour.

The chairman's report also remarked that, according to the railway company's submission, the average rates paid to this group at June 30, 1966 were "increasing in excess of the average hotel rates for similar classifications."

Mr. Cameron's final recommendation regarding wage increases was identical with that of Judge Munroe in Disputes Nos. 1 and 2—viz., that there should be an increase of 18 per cent by stages over the two-year period of the contract. This would result in an average increase in rates of about 40 cents an hour during the latter part of the new contract, and very likely more, the chairman said.

Regarding the work stabilization pro-

gram proposed by the union, the chairman's report said that "if the proposed plan were implemented, it would mean that the railways could not without the prior consent of the brotherhood reduce the number of its employees (or their straight-time hours of employment) below those of the previous year." The result of this would be that "in some years at least, . . . the railway would have to retain and pay employees for whom there was no work."

The union's plan called also for employees who were laid off to have their income from all other sources supplemented by the railway so as to maintain the total income at the level existing at the time of the original displacement. In addition, the plan called for full compensation for financial loss attached to leaseholds or sale of homes, if an employee were required to move in order to hold work.

These two proposals, the chairman said, were "not only unprecedented, but would also create gross inequalities; and from an administrative point of view . . . would be expensive and almost impossible to operate."

Mr. Cameron recommended rejection of the union's wage stabilization plan, but he concurred in Judge Munroe's recommendations in Dispute No. 1 that the joint committee established to administer the job security funds should undertake a study of existing government plans, and that the parties should consider expansion of the purposes for which payments might be made out of the funds, and an increase in the scale of payments.

### Dispute No. 4

The parties to this dispute were the Canadian National Railways and the Canadian Pacific Railway Company, on the one hand; and on the other, the Brotherhood of Railroad Trainmen, representing about 17,500 trainmen on both railways. This was the only dispute affecting running trades employees.

Separate conciliation boards were appointed to deal with CNR and CPR employees, but the composition of the two boards was identical and the main recommendations were the same in both cases. The chairman was His Honour Judge Walter Little, Parry Sound, Ont., who was appointed by the Minister of Labour on the joint recommendation of the other two members of the board: R. V. Hicks, Q.C., Toronto, and Douglas M. Fisher, Ottawa, who had been appointed previously on the nomination of the companies and the union.

The main issues in this dispute were wages, and the union's demand that the

*Continued on page 671*

# MacPherson Royal Commission Report

The Royal Commission on Transportation, consisting of six members under the chairmanship of R. M. MacPherson, Sr., Q.C., a Regina lawyer, was appointed in May 1959, and it issued its main report in two parts in 1961.

The board recognized in its report that the railways were under certain disabilities by reason of their being subject to government restrictions and regulations, and that the ultimate solution to the question lay in freeing the railways from out-of-date restrictions so as to enable them to compete fairly with other forms of transport and to plan their operations on sound economic and business principles. The expectation was that the companies would then ultimately be able to stand on their own feet, in general, without assistance from the Government.

The board proposed a number of long-term measures designed to bring this about. It also proposed that, since this reorganization would have to be carried out gradually over a period of years, the railways should be paid certain grants by the Government, as an immediate interim measure of relief. The board recommended that the payment of an annual grant as compensation for the provision of unprofitable passenger service should be on a diminishing scale; and that a grant paid as compensation for the operation of unprofitable branch lines should be made for a period of years, the length of which should be determined by the Board of Transport Commissioners.

The board also recommended that the railways should be paid annual subsidies on account of losses incurred in carrying grain from Western Canada to export positions at statutory and related rates. These subsidies were to be subject to review.

The commission's main prescription for securing "efficiency in transportation" was to set the railways free from rate restrictions, within certain limits. The elimination of unprofitable traffic was the second main means proposed by the commission, by which the railways would be

able to put their operations on an economic footing.

The commission said that officials of both transcontinental railway companies had expressed their belief that the passenger problem could be brought within manageable proportions over a period of about five years.

The report said that owing to the way in which certain sections of the economy were traditionally dependent on rail service, a sudden abandonment by the railways of all unprofitable portions of their plant would leave these sections isolated. Therefore the continuation of rail services on uneconomic branch lines should be supported financially by the government for a sufficient length of time to allow necessary adjustments to be made both by the railways and by those interests whose investment was tied to rail movement.

The commission, however, outlined a plan for such "rationalization" of railway plant; and although it set no time limit for the abandonment of branch lines, it expressed the view that the program should be largely completed in 15 years.

The report recommended that the Canadian Pacific and Canadian National railways should be paid, as compensation for unprofitable passenger services, a combined maximum annual subsidy beginning at \$62,000,000 in 1961 and diminishing each year to a maximum of \$12,400,000 in 1965, after which it would cease entirely. If, in any year, the actual deficit on account of such traffic were less than the above subsidies, the amount of the deficit only would be paid.

The payment of an annual grant of \$13,000,000, to be administered by the Board of Transport Commissioners, was recommended as compensation for losses actually incurred in the operations of lines that the railways were prepared to abandon. This was to be continued for a period to be determined by the Board.

In compensation for carrying Western grain to export positions, the commission recommended that the two railways should

be paid annually a combined total of \$16,300,000 as a contribution to "constant costs" (overhead). In respect of "variable costs" (the cost that could be escaped by the railways, given a sufficient period of adjustment, if they were no longer required to carry grain), it proposed that the railways should "be granted annually a sum of money equal to the shortfall of revenues on variable expense, plus \$9,000,000 in the case of the Canadian Pacific Railway and \$7,300,000 in the case of the Canadian National Railways."

In any year in which, for one or both of the railways, the revenues from the carriage of grain from Western Canada to export positions were greater than the variable costs, the above subsidies were to be reduced by the amount of such excess of revenue over variable costs.

The commission made recommendations for a new National Transportation Policy for Canada, the guiding principles of which were to provide, broadly speaking, for equality of competitive opportunity for the railways (and other types of transport) to promote efficiency, and for measures to prevent inequities in freight rates. This would include plans for a new mechanism of railway freight rate control to allow the railways to react with speed and flexibility to the forces of competition.

This new mechanism, which would replace present freight rate regulations, would involve minimum and maximum rate controls. The commission expected, however, that its proposals would mean "less regulation rather than more, and that subject to the maximum rate rule, the railways [would] have all the discretion on non-statutory pricing matters that any other company would have."

The purpose of the maximum rates was to protect the "captive" shipper for whom an alternative means of transport was not available, and the purpose of the minimum rates was to prevent the railways from resorting to the device of putting weaker competitors out of business by temporarily lowering rates to an unprofitable level.



# Social Policy And Economic Development

Canada will continue to contribute to the technical assistance programs of the United Nations by strengthening friendly relations, helping to lessen world tensions, and assisting developing nations in the Caribbean and Latin America through participation in economic projects

At the invitation of the Canadian Government, more than 300 delegates, advisers and official observers converged in Ottawa, September 12 to 23, to attend the Eighth Conference of American States Members of the International Labour Organization.

It was the first time that Canada had acted as host to a conference involving the nations of South, North and Central America and the Caribbean region. It was also the first time that a conference of this kind had been held outside of Latin America.

The countries represented were Argentina, Brazil, Canada, Chile, Colombia, Cuba, Ecuador, Guatemala, Guyana, Honduras, Jamaica, Mexico, Nicaragua, Panama, Peru, Trinidad and Tobago, United States, Uruguay and Venezuela. Invited to participate, but unable to do so, were Bolivia, Costa Rica, Dominican Republic, Haiti, Paraguay and El Salvador.

## Central Theme

The central theme of the conference, which brought together government, labour and management representatives from 19 countries of the Americas, was

the inter-relationship of social policy and economic development.

The following items made up the agenda:

- report of the ILO Director-General;
- manpower planning and employment policy in economic development;
- the role of social security and improved living and working standards in social and economic development.

Points II and III of the agenda had been examined previously by the Inter-American Advisory Committee at its first session in Buenos Aires in September 1965, and the conclusion of this committee had been incorporated into ILO reports. At the Ottawa conference, tripartite committees discussed the reports and submitted their conclusions and resolutions to the conference for approval.

## Morio Aoki

In his capacity as Chairman of the ILO Governing Body, Morio Aoki, Ambassador and Permanent Delegate of Japan to the international organizations in Geneva, opened the conference. After briefly describing the efforts being made by the countries of the Americas for

closer collaboration in the economic and social fields, Mr. Aoki commented on the aid given by the ILO in the field of human resources development, the development of social institutions, and improvement in living and working conditions.

He said that the ILO, with its tripartite structure, is ideally equipped to take the leading role in the industrialization of the developing countries, "for it is a basic ILO tenet that economic development is not an end in itself, but must go hand in hand with social development." The ILO's mission in the Americas, Mr. Aoki continued, is to promote social policies which will ensure that the wealth created in the process of development is shared equitably to the advantage of the populace.

In Prime Minister Pearson's absence, Paul Martin, Acting Prime Minister and Secretary of State for External Affairs, inaugurated the conference in the name of the Canadian Government. Mr. Martin stressed that Canada has been among the leading contributors to the technical assistance programs of the United Nations, and that she would continue to contribute by strengthening friendly relations, helping to lessen world tensions, and assisting



developing nations in the Caribbean and Latin America by participating in economic projects.

#### Minister of Labour Elected President

At the opening meeting, Hon. John R. Nicholson, Minister of Labour, was elected President by acclamation. Mr. Nicholson noted that the ILO was seeking more and more to decentralize its activities in order to improve the effectiveness of its work. "This conference marks a step forward in this direction," he said. "It will explore problems and seek solutions valid to the American region."

The Minister told the conference that Canadians have been striving to equip Canada's labour force with the new skills demanded by industry's changing needs. "We have spent hundreds of millions of dollars in just half a decade to build new training institutions, and today we are training people at four times the rate we were five years ago."

Mr. Nicholson said Canada concurred with the ILO principle that "concern with economic growth must be accompanied by concern with social policy." This makes sound economic sense, the Minister said.

#### Dr. José Mora

José Mora, Secretary-General of the Organization of American States, described the efforts being made by the OAS to expedite economic and social progress in the countries of the American continent.

Dr. Mora told the conference that the collaboration between the ILO and OAS is reflected in the work of the ILO/OAS Permanent Advisory Committee, and that meeting biannually to exchange information helps to avoid possible duplication of efforts. He believes that a regional organization such as the OAS can lighten the burden of the world-wide ILO which has "enormous problems and meagre resources."

The OAS Secretary-General urged Canada to join the OAS, so that it could play a more decisive role in helping the nations in their fight to achieve economic and social gains.

#### David A. Morse

The report submitted for study by ILO Director-General David A. Morse stated that it is essential to combat the serious problems of underemployment and unemployment which are aggravated by the high rate of population growth and the need for industrial development and economic integration in the Americas.

In his report, Mr. Morse asserted that human resources should not be overlooked when planning for economic and social development. He urged co-ordination of



At the opening night reception at the Chateau Laurier, Labour Minister John R. Nicholson introduces Sen. Joseph McPherson, the Worker Delegate from Jamaica, to Mrs. Nicholson.

—Dominion-Wide photos

the two to gain popular support of programs aimed at improving skills and mobilizing the labour force. Co-ordination was vital, the report stated, between the various departments responsible for social legislation, wages, social security, vocational training, guidance, and especially between the ministries of labour and production.

The report indicated also that social security investments are a positive factor in economic development. Used within the framework of national development plans, they are a means of redistributing income by taking from those who earn more in order to help those whose resources are small.

Trade unionism, Mr. Morse said, should be extended outside industry and the towns to protect the interests of the working population at large, and to help it adjust to innovations brought about by economic and social development.

#### Increase Communication

Conversely, employers should strengthen their organizations, take an active interest in national problems, and permit

small- and medium-scale undertakings to take part in their activities. This would hasten the acceptance of trade unionism, and create an understanding of the importance of providing open channels of communication between employers and workers.

Where labour relations are concerned, the report stated, it is important to encourage and develop systems that facilitate communication, negotiation and participation at all levels, from the plant and industry levels up to the national and regional levels, where the plans are instigated for sub-regional and regional economic integration.

The report referred to the importance of employer and worker organizations' participation in framing and implementing national plans and programs for economic and social development.

Mr. Morse examined also the contribution that the ILO can continue to make in the field of human resources development, social institutions, and the improvement of conditions of work and life through studies, surveys and technical co-operation. In conclusion, he pledged ILO sup-



port to any social policy that the Ottawa conference might promote and formulate.

#### Willard Wirtz

Willard Wirtz, U.S. Secretary of Labor, told the ILO conference that no policy could be developed for the full use of human resources "if the world's population, and that in most of the countries represented here, continues to expand at the present rate."

Mr. Wirtz criticized the traditional ideas of work by saying that they are "the shells of dead ideas." He described as obsolete the present methods of gathering employment statistics because they fail to account for such intangibles as "under-employment, non-participation and job satisfaction."

He said that man does not exist to supply the needs of the economic system, but that society must serve the individual. The success of future manpower policies, he believes, will be gauged by the degree of job satisfaction and fulfilment of the worker's potential. The goal of the human engineer, he said, will be to provide "opportunity for the full use of the talents and the potential latent in every human being."

After addressing the ILO meeting, Mr. Wirtz told a press conference that, although collective bargaining was not perfect, "it meets its tests well."

He said that President Johnson's wage and price guidelines have been successful, and he rejected speculation that the U.S. might be headed for a deflationary period. There will be a "slowing down of the curve but no curve down," he said.

Mr. Wirtz admitted that there had been costly strikes in the U.S. in the last year, but he said that the total of man-hours lost to strikes this year was lower than in 1965.

#### Alvaro R. Pinilla

A worker delegate from Colombia, Alvaro Ramirez Pinilla, echoed the words of Mr. Wirtz when he told a manpower committee meeting that "the economy must serve man—man must not be a servant to the economy."

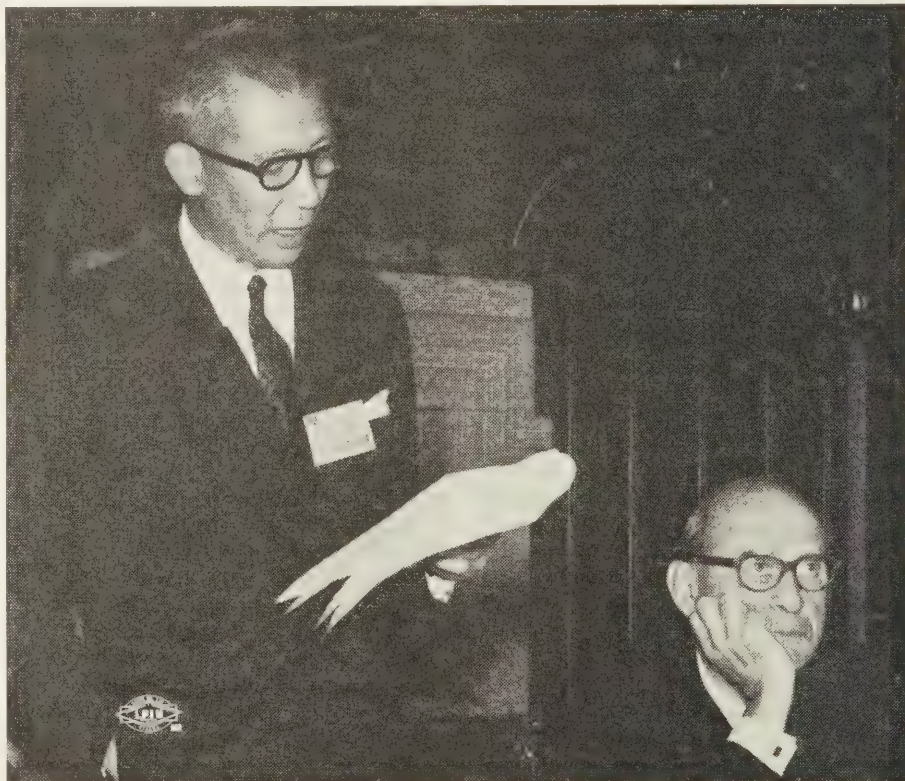
Mr. Pinilla said that, in some countries, the workers still lack the right to organize into unions, and are little more than cogs in the economy. Misery and poverty reign in many countries of the Americas, he said. Workers in Colombia are trying to better conditions by developing skills through a national apprenticeship program financed by one-per-cent deductions from their wages.

#### Joseph Morris

Joe Morris, Executive Vice-President of the Canadian Labour Congress, told delegates that "tremendous poverty still exists



After the inaugural session in the House of Commons, Claude Jodoin, President, Canadian Labour Congress, talks to George V. Haythorne, Deputy Minister of Labour, and Dr. José A. Mora, Secretary-General of the Organization of American States.



Listening to Morio Aoki, Chairman of the ILO Governing Body as he opens the ILO conference in the House of Commons, September 12, is David A. Morse, Director-General of the ILO.



## **ILO official to head Turin Training Centre**

Philippe Blamont of France has been appointed Director of the ILO's International Centre for Advanced Technical and Vocational Training in Turin (L.G., April, p. 144). The appointment was announced in New York, September 20, by ILO Director-General David A. Morse.

Mr. Blamont has been Director of the ILO Liaison Office with the United Nations in New York since 1964. He succeeds Paul Bacon, former Minister of Labour, France, the Centre's first Director, who resigned from the post last April.

An ILO official since 1952, Mr. Blamont was born in Paris in 1927. He holds degrees from the University of Paris faculty of law and from the School for Political Sciences in Paris. As Executive Assistant to Director-General Morse from 1960 to 1964, he was closely associated with plans and programs for the training centre established in Turin in March 1963 by decision of the ILO Governing Body.

Mr. Blamont will assume his new duties on November 1, 1966.

Chile, told the meeting that trade unionism is being "attacked or strangled" in some areas, and that many union leaders are prosecuted or exiled.

Paul Tofahrn, General Secretary, Public Services International, Belgium, admitted that there had been some "wonderful proclamations" about labour freedom, but he said he would like to see them implemented in the Americas.

He declared that only a psychological block prevents countries from making radical changes to wipe out poverty. "Governments make such radical changes in wartime as they step in and direct human and material resources."

### **Marcel Pepin**

Delegates heard the president of the Canadian Confederation of National Trade Unions, Marcel Pepin, criticize the Canada Labour Relations Board. The CNTU president said that efforts to organize Quebec workers have been "fettered" by the Board (L.G., May, p. 222).

Mr. Pepin was referring to a series of disputes in which CNTU affiliates had tried unsuccessfully for recognition as bargaining agents for Quebec employees of certain national organizations that were already represented by affiliates of the Canadian Labour Congress. The CNTU had signed up the required numbers of workers, but the board had rejected the applications, owing to its policy of not splitting national bargaining units.

The policy of the Canada Labour Relations Board was unfair, Mr. Pepin told delegates. He said that a majority of the French-Canadian employees of the CBC favoured the CNTU over the CLC affiliate. The argument for maintaining a national unit in the CBC was illogical, he said, because the organization is spread over thousands of miles, and complicated by the dual-language problem.

### **C. Wilfred Jenks**

In a special ceremony in Montreal, commemorating the setting-up of the ILO office at McGill University during and immediately following World War II, the Deputy Director-General of the ILO, C. Wilfred Jenks, offered the services of his organization to help French Canada solve some of its problems.

Speaking to delegates, Mr. Jenks said, "I wish to make a forceful plea, to all of you throughout the Americas, to make the fullest use of the resources and potentialities of the ILO in resolving the acute problems which French Canada and Latin America share in common."

In the last week of the conference, delegates had an opportunity to take a critical look at Canada's manpower and social

## **International Organizations Represented**

Official international organizations represented at the Conference were: Organization of American States, Organization of Central American States, Pan-American Health Organization-World Health Organization, and Inter-American Development Bank.

Representatives of non-governmental international organizations that attended were the Ibéro-American Social Security Organization, Inter-American Regional Organization of Workers (ICFTU), International Co-operative Alliance, International Federation of Agricultural Producers, International Federation of Christian Trade Unions, International Organization of Employers, International Social Security Association, Latin - American Federation of Christian Trade Unionists, Permanent Inter-American Social Security Committee, Public Services International, World Federation of Trade Unions, and World Young Women's Christian Association.

in Canada," and cited as an example the plight of Canada's Indians.

The CLC Vice-President said that recommendations to produce full employment, economic growth and other objectives have been given to the Economic Council of Canada—but "the council has yet to make specific and meaningful recommendations on the problems of existing income disparities between social and economic groups in the country as a whole."

"Everybody talks about gaps," ILO director-general Morse said in an interview. "Gaps between rich and poor, between developed and underdeveloped countries." He said that there was a tendency to throw a screen over the rich and poor within the underdeveloped countries themselves. It was the difference that had to be attacked, Mr. Morse asserted, especially in Latin America.

"The real problem in Latin America is whether coming changes will be peaceful or otherwise," he said, and added: "The ILO aim is to make the changes peaceful."

### **Persecution and Poverty**

Juan Campos, an executive member of the World Federation of Trade Unions,

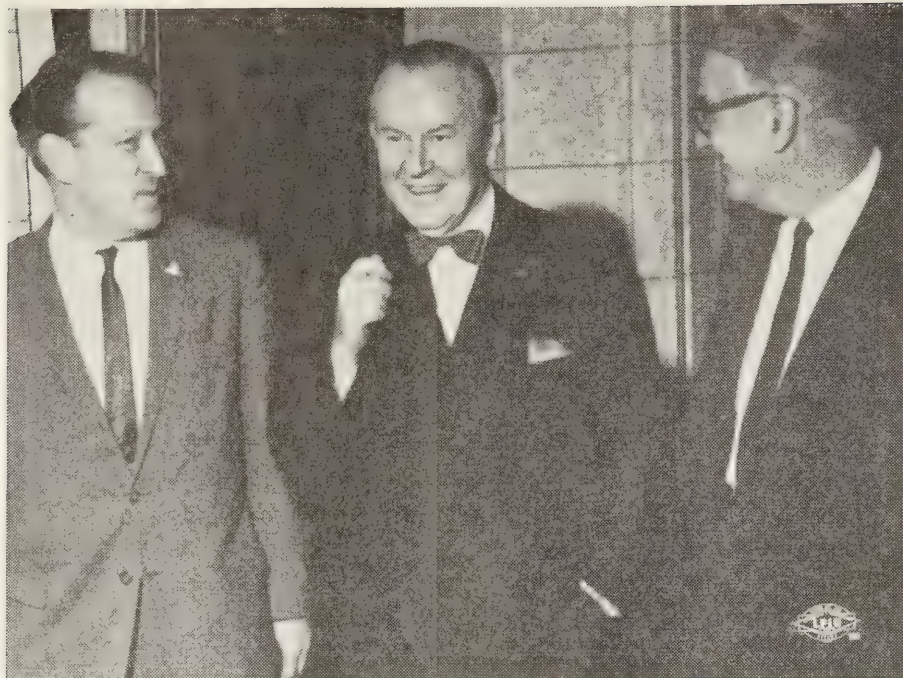
security programs with the help of sound-slide and film productions produced by the Department of Labour and the National Film Board.

### **Dr. W. R. Dymond**

At the audio-visual presentation on Canadian manpower programs, W. R. Dymond, Assistant Deputy Minister, Department of Manpower and Immigration, told delegates that, since 1961, federal-provincial programs have built 940 schools, or additions for vocational and technical training, at a cost of more than \$1,200,000,000. These new schools have provided facilities for more than 370,000 new students, thereby trebling the capacity of Canada's vocational schools. Last year, 80,000 unemployed workers received training, compared to 4,000 in 1960.

Pointing to Canada's Area Industrial Development program, under which substantial grants are made available to industries that move into designated areas of low income and high unemployment, Dr. Dymond reported that, since 1963, 10 such areas had regained sufficient economic vigour to be removed from the program. About 39,000 jobs had been created





Prime Minister Pearson leaves the House of Commons after talking to ILO delegates at the closing session September 23. Accompanying the Prime Minister from left to right are George V. Haythorne, Deputy Minister of Labour, and C. Wilfred Jenks, ILO Deputy Director-General.



Madame Ana Figueroa, Assistant Director-General, ILO, listens to a comment from Madame Tanco de López, ILO, Assistant to the President of the Conference.

by movements of new industry into these areas, he said, and considerable additional employment had been provided during construction of their plants.

Since World War II, Canada had been heavily dependent upon immigrants for additional manpower, Dr. Dymond said, and 2,600,000 immigrants have come to Canada since 1946. Canada now has 38 immigration offices in 23 countries.

At the audio-visual presentation on labour-management co-operation, George V. Haythorne, Deputy Minister of Labour, told delegates that technological changes in Canadian industries are happening so rapidly that labour and management are being forced to seek new solutions to their problems.

"There is a growing awareness among those concerned with labour-management situations that crisis bargaining in the atmosphere of contract deadlines and strike threats is inadequate to deal with some of the complexities of modern-day industrial relations."

#### Dr. J. W. Willard

The delegates were told by Dr. Joseph W. Willard, Deputy Minister of Health and Welfare, that social security expenditures in Canada in 1964-65 totalled \$4.5 billion, which was approximately \$230 per person. These expenditures represented 9.2 per cent of the gross national product and 12.4 per cent of the net national income, he said.

Two resolutions, unanimously approved by the conference, constitute the Ottawa Plan for Human Resources Development in the Americas. The first resolution was a request to the ILO for general principles and recommendations to be incorporated into a long-term program. The second resolution asked for a practical plan to co-ordinate manpower programs for the Americas, especially Latin America and the Caribbean.

The conference adopted also an Ottawa Program for Social Security Reform. The 23-point resolution on social security asked the ILO to intensify its activities in this field, and to co-ordinate the action taken by other international organizations. It called on member governments to broaden and expand their programs for the purpose of more equitable distribution of wealth, and asked that social security be extended to rural workers and others in unprotected contingencies.

The reply to the debate on the ILO Director-General's report was made by C. W. Jenks, ILO Deputy Director-General. "The most valuable achievement of the conference," he said, "has been the degree of agreement concerning imme-



## Nepal joins ILO

Nepal, a member of the United Nations, has joined the International Labour Organization, bringing to 116 the number of ILO member-countries. The ILO Constitution was accepted by Nepal August 30, 1966.

diate ILO action in the fields of manpower and social security."

Mr. Jenks said that, under the Ottawa Plan for Human Resources Development, a technical manpower commission will be established to co-ordinate manpower planning efforts of member countries in the Americas.

He believes that the process of industrial development must be treated as a human problem, because its purpose is to promote human welfare. He said that the ILO "looks forward to intensifying" its association with both the OAS and the Latin American Free Trade Association.

The exploding population situation in Latin America had to be faced, Mr. Jenks averred. "This rapid growth threatens to outreach the efforts made to improve the quality of life." He said that unless the

millions being born can live their lives in freedom, the population explosion can well become a social explosion.

Earlier in the conference, Canada's role in the ILO was praised by David Morse, who said that "this country's contributions have been without parallel."

### Prime Minister Pearson

At the closing session, delegates heard Prime Minister Pearson say that Canadians are becoming more aware of their oneness with the Americas despite Canadian links with Europe.

The Prime Minister said the conference had affirmed the principle that concern for the working man makes sense in economic as well as human terms. It was "an important step forward" in the Western Hemisphere.

It was suggested by Hens Silva Torres, Minister of Labour, Venezuela, that the next regional conference be held within two years. He said that the five-year gap between the 1961 and 1966 conferences was too great.

The sessions ended with a general plea for concrete action to follow the guidelines on manpower and extension of social security.

## Women barred from mines

To prohibit the employment of women in mines, Canada signed a 31-year-old international convention on September 17 at the ILO conference in Ottawa. Anticipating this convention, the Quebec Mining Act now includes an operative clause, effective January 1966, to the effect that "No woman or girl shall work underground in a mine, except as an engineer or geologist."

At the same time, Canada signed an ILO agreement designed to promote full, productive and freely chosen employment, thereby bringing to 23 the number of conventions ratified by Canada.

In addition to the Minister of Labour, the three other federal ministers attending the conference were: Hon. Paul Martin, Secretary of State for External Affairs, and Acting Prime Minister; Hon. A. J. MacEachen, Minister of National Health and Welfare; Hon. Jean Marchand, Minister of Manpower and Immigration.

# Government, Employer and Worker Delegates at the Conference

The Canadian government delegation was as follows: Hon. John R. Nicholson, Minister of Labour; Dr. George V. Haythorne, Deputy Minister of Labour; Advisers and Substitute Delegates: Bryce Mackasey (Verdun), Parliamentary Secretary to the Minister of Labour; Y. Beaulne, Minister, Canadian Embassy, Washington; Dr. W. R. Dymond, Assistant Deputy Minister, Department of Manpower and Immigration; Dr. J. W. Willard, Deputy Minister, Department of National Health and Welfare; R. L. Beatty, Acting Director of Unemployment Insurance (U.I.C.); G. Buick, Latin American Division, Department of External Affairs; Ian Campbell, National Co-ordinator of Civilian Rehabilitation, Department of Manpower and Immigration; G. Coderre, Chief of the Canadian Secretariat, Eighth Conference of American States Members of the ILO; J. P. Després, Assistant Deputy Minister of Labour; S. Goodman, Special Adviser to the Deputy Minister, Department of Manpower and Immigration; John Mainwaring, Director, International Labour Affairs Branch, Department of Labour; J. E. Osborne, Director-General, Research and Statistics Division, Department of National Health and Welfare; H. T. Pammett, Executive Assistant

to the Director, International Labour Affairs Branch, Department of Labour; Donat Quimper, Q.C., Associate Deputy Minister of Labour, Quebec; W. H. Sands, Deputy Minister of Labour, British Columbia; Dr. Gil Schonning, Director-General, Research and Development, Department of Labour; G. Shortliffe, United Nations Division, Department of External Affairs.

### Employer Delegation

The Canadian employer delegation was as follows: J. W. Henley, Vice-President, Personnel, Canadian Westinghouse Company Limited, Hamilton; Adviser and Substitute Delegate: D. H. Jupp, Ottawa Representative, CMA, Ottawa; Advisers: W. C. Budgeon, Manager, Industrial Relations, *Montreal Star*, Montreal; John H. Halls, Poole Construction Company Limited, Edmonton; J. W. Peacock, Supervisor, Employee Relations Research, CNR, Montreal; R. C. T. Stewart, Cameron Contracting Limited, Halifax; J.-P. Villeneuve, Vice-President (Personnel), Johnson and Johnson Limited, Montreal; S. D. Chutter, General Manager, CCA, Ottawa; W. D. H. Frechette, General Secretary, CMA, Toronto; A. E. Jacques, CMA, Ottawa; M. R. Martin, CMA,

Montreal; T. H. Robinson, Manager, Industrial Relations, Canadian International Paper Company, Montreal; M. C. Stafford, Toronto; J. Ward Stewart, Manager, CMA, Moncton; A. Trottier, National Vice-President, CCA, Quebec; William H. Wightman, Manager, Industrial Relations Department, CMA, Toronto.

### Worker Delegation

The Canadian worker delegation was as follows: J. Morris, Executive Vice-President, CLC, Ottawa; Advisers: A. Andras, Director, Legislative Department, CLC, Ottawa; F. W. Dowling, Director, District 10, United Packinghouse, Food and Allied Workers, Toronto; John Fryer, Assistant Director, Research Department, CLC, Ottawa; Julien Major, Public Relations Co-ordinator, International Brotherhood of Pulp, Sulphite and Paper Mill Workers, Montreal; S. Ted Payne, Vice-President, National Metal Trades' Federation, CNTU, Montreal.

Six provincial labour ministers attended the conference. They were: Hon. Maurice Bellemare, Quebec; Hon. Lionel Coderre, Saskatchewan; Hon. N. L. Fergusson, Nova Scotia; Hon. R. Reiersen, Alberta; Hon. Leslie Rowntree, Ontario; Hon. K. J. Webber, New Brunswick.



# Collective Agreements in Industry - Part II

## Provisions Affecting Pay

Part II of "Collective Agreements in Industry" deals with provisions that affect pay, training or retraining, moving expenses or relocation allowances, contracting-out, reopening of agreements for negotiation of general wage increases, guaranteed employment or earnings, the supply of protective equipment or uniforms, and paid bereavement leave.

This is the concluding half of a two-part study of 25 main types of provisions contained in 188 collective agreements in Canadian industry. Part I, dealing with vacation and holiday provisions, was published in the October issue of the *LABOUR GAZETTE*, page 564.

Provision for payment of a premium for work on a second shift was contained in 113 of the 188 agreements covering 321,880 of the total of 505,400 employees covered by the survey. A premium for work on a third shift was provided for in 119 agreements affecting 332,130 employees. A few of the agreements, therefore, mentioned premium pay for a third shift without any mention of premium pay for a second shift.

The most common provision regarding the second shift was for a premium of 8 or 9 cents an hour. This was found in 35 agreements affecting 77,860 employees. For the third shift, the most common premiums were 10, 11 or 12 cents, found in 46 agreements covering 118,470 employees.

### Compensation on Paid Holidays

A provision for compensation for work on paid holidays was contained in 163 of the agreements affecting 438,230 workers. Time and a half in addition to holiday pay, the most common form of compensation, was found in 68 agreements covering 164,280 employees.

### Probationary Period

A probationary period for new employees was specified in 138 agreements affecting 344,600 employees. Three months, the most common period, was found in 55 agreements affecting 148,080 workers.

### Call-in Pay Guarantee

A guarantee of pay for a minimum period at a certain rate in cases where employees were called to work outside

their regular working hours was contained in 135 agreements covering 311,280 employees. The most common provision, a minimum of four hours at straight-time pay, was contained in 41 agreements affecting 98,530 workers.

### Miscellaneous Provisions

Rest periods were mentioned in 65 agreements covering 198,970 employees. The provision most frequently encountered granted rest periods twice a day for a total of 20 minutes. This was contained in 26 agreements affecting 105,440 employees.

Clauses stating the frequency of paydays were found in 74 agreements covering 224,640 employees. Weekly paydays were provided for in 33 agreements affecting 81,050 employees, and paydays every two weeks in 30 agreements covering 113,090 employees.

Contained in 61 agreements affecting 156,120 workers was provision for notice of layoff. The length varied from one day to 30 days. Seven days, the most common length of notice, was found in 15 agreements affecting 43,730 workers.

Some provision regarding training, retraining or apprenticeship plans was contained in 87 agreements covering 245,690 employees, i.e., 46 per cent of the total number of agreements and 49 per cent of the total number of employees.

During the preparation of this study, it was found that because of the number of different ways in which a particular working condition or employee benefit was dealt with from one industry to another, it was impossible to give detailed information on some of the types of provisions examined.

The study was carried out by Ross Charlton, Barry Maloney and Daniel Stace under the supervision of Félix Quinet, Chief, Collective Bargaining Division, Economics and Research Branch, Canada Department of Labour.

It is pointed out by those who conducted the study that the language of the agreements was not entirely clear; in such instances, the provisions were classified subject to the proviso that they may be open to other interpretations as well.

A provision regarding moving expenses or relocation allowances, or both, was found in 22 agreements (12 per cent of total) covering 94,880 workers (19 per cent of total).

A provision concerning contracting-out of work was found in 26 agreements (14 per cent) affecting 82,850 employees (16 per cent).

Compensation for time spent by union representatives in investigating grievances during working hours was provided for in 85 agreements (45 per cent) covering 246,710 employees (49 per cent). In 16 of these agreements, covering 48,960 employees, there was, however, a stated limit on pay allowed or time spent, or both.

Provision of compensation for time spent by a union representative in the negotiation of collective agreements during working hours was less frequently met with, occurring in only 26 agreements (14 per cent) affecting 57,410 employees (11 per cent).

Provision for reopening of the agreement during the contract period for negotiation of general wage increases was uncommon, being found in only 15 agreements (3 per cent) affecting 12,300 employees (2 per cent).

Some form of guaranteed employment or earnings was provided for in 13 agreements (7 per cent) covering 57,820 employees (11 per cent).

In 76 agreements (40 per cent) covering 194,140 employees (38 per cent), the employer undertook to supply protective clothing, equipment or uniforms.

Paid bereavement leave in case of the death of parents, children, a spouse, a brother or a sister, to a limit of three days, was provided for in 78 agreements (41 per cent) affecting 194,550 employees (39 per cent). In 24 agreements (13 per cent) covering 47,390 workers (9 per cent) there was some other provision for leave of this kind.

Bereavement leave with pay was provided for in case of the death of a father-in-law or a mother-in-law, to a maximum of three days, in 60 agreements (32 per cent) covering 160,140 employees (32 per cent). Some other provision concerning leave in such cases was contained in 20 agreements (11 per cent) affecting 37,440 employees (7 per cent).

## SHIFT PREMIUM—SECOND SHIFT†

Shift Premium Cents an Hour	Agreements		Employees Covered	
	No.	%	No.	%
No provision for second shift.....	75	40	183,520	36
3 to 4.....	4	2	6,290	1
5.....	11	6	40,260	8
6 to 7.....	11	6	43,130	9
8.....	14	7	25,150	5
9.....	21	11	52,710	10
10 to 11.....	18	10	35,780	7
12.....	11	6	25,490	5
15 to 20.....	2	1	3,100	1
Other*.....	21	11	89,970	18
<b>TOTAL.....</b>	<b>188</b>	<b>100</b>	<b>505,400</b>	<b>100</b>

\*Includes shift premiums expressed in percentage terms.

†Afternoon Shift.

Shift premiums involving fractions of a cent were rounded to nearest cent.

## SHIFT PREMIUM—THIRD SHIFT†

Shift Premium, Cents an Hour	Agreements		Employees Covered	
	No.	%	No.	%
No provision for third shift.....	69	37	173,270	34
5 to 7.....	6	3	38,350	8
8 to 9.....	9	5	12,530	2
10.....	17	9	49,130	10
11.....	16	9	41,340	8
12.....	13	7	28,000	6
12½ to 13.....	8	4	22,440	4
14.....	9	5	15,610	3
15.....	8	4	11,190	2
16 to 20.....	8	4	19,370	4
Other*.....	25	13	94,170	19
<b>TOTAL.....</b>	<b>188</b>	<b>100</b>	<b>505,400</b>	<b>100</b>

\*Includes shift premiums expressed in percentage terms.

†Night Shift.

Shift premiums involving fractions of a cent were rounded to nearest cent.

## REST PERIODS

	Agreements		Employees Covered	
	No.	%	No.	%
No provision.....	123	66	306,430	60
Once a day, 10 minutes.....	4	2	8,970	2
Once a day, 15 minutes.....	9	5	33,250	7
Twice a day, 20 minutes in total....	26	14	105,440	21
Twice a day, 25 minutes in total....	1	—	5,650	1
Twice a day, 30 minutes in total....	17	9	29,200	6
Other.....	8	4	16,460	3
<b>TOTAL.....</b>	<b>188</b>	<b>100</b>	<b>505,400</b>	<b>100</b>

Percentages of less than 1.0 are indicated by a dash.

## COMPENSATION FOR WORK ON PAID HOLIDAY\*

	Agreements		Employees Covered	
	No.	%	No.	%
No specific provision.....	25	13	67,170	13
Time and a half†....	20	11	62,940	13
Double time†.....	14	8	53,740	10
Double time and a half†.....	10	5	33,040	6
Time and a half plus another day off with pay†.....	4	2	9,100	2
Straight time in addition to holiday pay.....	9	5	24,900	5
Time and a half in addition to holiday pay.....	68	36	164,280	33
Double time in addition to holiday pay.....	11	6	25,370	5
Other.....	27	14	64,860	13
<b>TOTAL.....</b>	<b>188</b>	<b>100</b>	<b>505,400</b>	<b>100</b>

\*Does not cover premium rates for work on paid holidays in excess of what is considered as normal daily working hours under the agreement.

†Agreement does not state whether or not the premium rate is in addition to holiday pay.

## LENGTH OF PROBATIONARY PERIOD AFTER HIRING\*

Period in Months	Agreements		Employees Covered	
	No.	%	No.	%
No provision.....	50	27	160,800	32
1 or less.....	20	11	66,360	13
1½.....	3	2	10,800	2
2.....	20	11	37,640	8
2½.....	1	—	1,300	—
3.....	55	29	148,080	29
4.....	7	4	16,450	3
5.....	1	—	1,000	—
6.....	20	11	38,970	8
9.....	1	—	1,200	—
12.....	1	—	4,450	1
Other.....	9	5	18,350	4
<b>TOTAL.....</b>	<b>188</b>	<b>100</b>	<b>505,400</b>	<b>100</b>

\*When no distinction was made between working days and calendar days, calendar days were used in computation of probationary period.

Percentages of less than 1.0 are indicated by a dash.

## NOTICE OF LAYOFF\*

Days	Agreements		Employees Covered	
	No.	%	No.	%
No provision.....	127	67	349,280	69
1 or less.....	3	2	12,850	3
2.....	9	5	15,860	3
3.....	4	2	13,480	3
5.....	4	2	7,580	2
6.....	2	1	2,650	—
7.....	15	8	43,730	9
10.....	1	—	1,800	—
14.....	5	3	5,930	1
30.....	3	2	6,350	1
Other†.....	15	8	45,890	9
<b>TOTAL.....</b>	<b>188</b>	<b>100</b>	<b>505,400</b>	<b>100</b>

\*Excludes notices specifically and clearly provided for permanent separation and adjustments to technological change. Data on notice of lay-off are on the basis of the number of days stated in the agreement; these may be either working or calendar days.

†Includes cases where notice is provided for but length is not specified.

Percentages of less than 1.0 are indicated by a dash.

## CALL-IN (CALL-BACK) PAY GUARANTEE\*

Minimum Hours Straight-time Pay	Agreements		Employees Covered	
	No.	%	No.	%
No provision.....	53	28	194,120	38
2.....	11	6	25,380	5
3.....	16	9	47,500	9
4.....	41	22	98,530	20
5.....	3	2	4,400	1
6.....	1	—	1,400	—
Other.....	63	33	134,070	27
<b>TOTAL.....</b>	<b>188</b>	<b>100</b>	<b>505,400</b>	<b>100</b>

\*Clauses providing for a minimum at straight-time or overtime premium rates, whichever is greater, were tabulated on the basis of minimum pay. Refers to pay guarantees to employees either called to work outside their regular working hours, or recalled to work after completing a work shift.

Percentages of less than 1.0 are indicated by a dash.

## FREQUENCY OF PAY DAYS

	Agreements		Employees Covered	
	No.	%	No.	%
No provisionzzz.....	114	61	280,760	55
Weekly.....	33	17	81,050	16
Every two weeks.....	30	16	113,090	22
Twice a month.....	8	4	17,750	4
Monthly.....	—	—	—	—
Other*.....	3	2	12,750	3
<b>TOTAL.....</b>	<b>188</b>	<b>100</b>	<b>505,400</b>	<b>100</b>

\*Weekly or every two weeks, depending on category of employees.

Percentages of less than 1.0 are indicated by a dash.



## Shortage of labour is general across Canada in October 1916

### Calgary association aims at better working conditions for domestic servants

A general shortage of labour across Canada was reported in October 1916. In Montreal, "a scarcity of available labour was reported in almost every industry," the *LABOUR GAZETTE* for November said. In Toronto also, "there was a marked shortage of labour in practically all lines of industry."

Early in October, the CPR in Toronto placed an embargo on freight in less than carload quantities, which remained in force until the 25th; and subsequently a similar embargo was put into force by the Grand Trunk Railway. The reason for this embargo was that, owing to the difficulty of obtaining labour, freight traffic had been much congested, and deliveries had been slow and uncertain. The *GAZETTE* said that the railways had made every effort to secure additional labour, and that some Indians and women were being employed.

In the Quebec lumbering industry, men were being hired for the bush, and, owing to a considerable shortage of labour, wages were from \$15 to \$20 a month higher than they had been the year before.

A pronounced shortage of female labour in nearly all lines of factory work was reported in Toronto, "due partly to the increasing numbers of women being utilized in metal factories." Factories were working overtime three nights a week in many cases. At a candy factory employing about 400 women and girls, overtime, although not compulsory, was usually three nights a week at a rate of time and a quarter.

"From nearly all districts a shortage of farm labour was reported. Halifax reported experienced help scarce, with wages of from \$20 to \$30 being offered for single experienced men, and for experienced married men \$25 to \$40 with free house, fuel, milk and vegetables. At Toronto, farm labour was in demand.

"Hamilton reported the demand for farm help much in excess of the supply, married, experienced farm hands being offered \$300 to \$450 per year, including free house, milk, fuel and vegetables; and single experienced men \$250 to \$350 per year with board. At Niagara Falls, farm labour was scarce, and at Brantford, farm labour was not plentiful, although not in as great demand as last month; wages were

\$35 per month with board. At St. Thomas, labour was scarce, but there was a light demand, \$20 per month and board being offered by those seeking help."

#### Calgary Housekeepers' Association

This journal reported that in Calgary a movement for the improvement of the working conditions of domestic servants had just been organized under the name of the Calgary Housekeepers' Association. The constitution of this body provided that members of the Association should be supplied with a printed contract form for use in accepting positions with employers, and that they should be given a course in household science, with a certificate for successful candidates. It also laid down a minimum wage and a maximum day. A uniform dress bearing a means of indicating whether the wearer was certified or uncertified was to be worn.

The bylaws of this organization provided for a minimum wage of \$15 a month and a maximum day of 10 hours, with overtime to be paid for at the rate of 15 cents an hour. The contract form read:

"I . . . Housekeeper, hereby promise good behaviour and my best services to Mrs. . . . Employer, on the following terms: The rate of wages shall be \$ . . . per month, payable at the close of each month. Ten hours shall constitute a day's work on week days, and six hours on Sundays and on public holidays. If more hours' work are required in any day, they shall be regarded as overtime and shall be paid for at the rate of 15 cents an hour. I shall have every Sunday evening free after half-past six o'clock, unless otherwise mutually agreed upon.

"The employer will speak of me as her "Housekeeper" and shall address me as "Miss . . ." The privilege of entering or departing by the front door shall be accorded me if I wish to use it, also the use of a suitable room one evening a week in which I may entertain my friends until 10 o'clock, it being understood that the home will not be unpleasantly disturbed by such entertainment.

"I will make it a rule to be in my employer's house at 10 p.m., unless otherwise mutually arranged, and to preserve the quietness of that hour. Proper board and comfortable and sanitary lodgings shall be

provided for me by my employer. This engagement of service may be terminated at any time by either party giving two weeks' notice to the other party. Less notice may be given if mutually agreed upon, and in case of violation of any of the terms of this agreement, either party may terminate the engagement immediately. All of which is confirmed by . . . Housekeeper, and accepted by Mrs. . . . Employer."

#### Prices Rising

Prices were rising rapidly toward the end of 1916. The *GAZETTE* said that the average retail cost of a budget of some 30 staple foods in 60 cities throughout the Dominion had risen to \$9.30 in October, compared with \$7.82 in October 1915 and \$7.99 in October 1914. In wholesale prices, the Department's index number stood at 187.2 in October, compared with 180.7 in September, and 152.4 in October 1915. In October 1914 it had been 138.7 and in October 1913 it was 134.6.

Wages were also rising. About 4,000 steelworkers in Sydney, N.S., were granted an increase of 10 per cent, effective November 1, 1916. The wages of about 6,700 coal miners in Nova Scotia employed by the Dominion Coal Company were to be increased by 4 per cent on November 1. A "war bonus" of 10 per cent, effective on the same date, was also granted, and a special bonus of 5 per cent was paid to producers of underground coal who worked 22 days in a period of four weeks.

About 3,200 maintenance of way employees of the Grand Trunk Railway received an increase in wages. Gang foremen were given an increase of 20 cents a day over the old rates that ranged from \$2.40 to \$3.10 a day. Section men were granted an increase of 25 cents a day over the old rate of from \$1.70 to \$1.80 a day. These increases were retroactive to September 1.

The wages of 170 printers of the English newspapers in Montreal went up from \$22 to \$24 a week. About 300 labourers employed by the City of Ottawa had their wages increased to 28 cents from 25 cents an hour. About 80 female employees of a bank note company in Ottawa got an increase that brought their earnings from a range of \$4.50 to \$7.50 a week to a range of \$5 to \$8.50.



## NEWS BRIEFS

### Former Assistant Deputy Minister, M. M. Maclean, Dies in Ottawa at 79

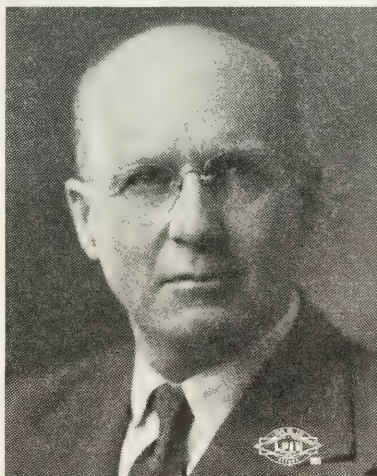
Murdoch Mackay Maclean, C.B.E., 79, Assistant Deputy Minister of Labour from 1951 to 1958, died in Ottawa on September 11 after a short illness.

At the time of his retirement from the public service in 1958, Mr. Maclean had been an effective contributor to the Canadian labour movement for 50 years. He was born in Nova Scotia in 1887, and he began his working life as an employee on the dining cars of the old Intercolonial Railway at the age of 16. He had been closely identified with the labour movement since 1907. Mr. Maclean was one of 20 employees of the Intercolonial Railway who founded the Canadian Brotherhood of Railway Employees (now the Canadian Brotherhood of Railway, Transport and General Workers) in 1908, and he served as the union's first national secretary-treasurer from that date until 1913, and again from 1917 to 1942. He was also editor and manager of its official journal from 1918 to 1942. From 1913 to 1917 he was engaged in political and newspaper work. He continued to be a member of the brotherhood all his life.

Mr. Maclean, together with the late A. R. Mosher, was largely responsible for the organization of the All-Canadian Congress of Labour in 1927, and for its merger with the CIO unions in Canada, which resulted in the formation of the Canadian Congress of Labour in 1940. He served continuously on the executive boards of first one and then the other of the two congresses from 1927 to 1942.

In 1942, Mr. Maclean accepted an invitation to enter the federal Department of Labour, after having refused a similar invitation in 1918, and he became Director of Industrial Relations and Chief Executive Officer of the Canada Labour Relations Board. As already mentioned, he was Assistant Deputy Minister from 1951 until his retirement in 1958. During this period, he also continued to be Director of Industrial Relations. He relinquished his post on the Canada Labour Relations Board in 1956. As Director of Industrial Relations, Mr. Maclean took a leading part in drafting the Industrial Relations and Disputes Investigation Act of 1948.

During his career in the Government service, Mr. Maclean served on the Unemployment Insurance Advisory Com-



M. M. Maclean

—NFB Photo

mittee, and on the Industrial Production Co-operation Board that functioned during World War II. He was a member of the National Film Board for seven years, and a member of the Unemployment Insurance Investment Committee for 16 years.

In 1946, in recognition of his work in the Government service during the war, he was made a Commander (Civil) of the Order of the British Empire.

After his retirement, he was appointed a member of the National Capital Commission in 1959, and he served for two two-year terms.

#### Tributes Paid

In a tribute to Mr. Maclean, Deputy Minister of Labour George V. Haythorne recalled that, during World War II, "M. M." helped to develop the wartime labour regulations that embodied new principles of collective bargaining and the management of disputes.

"After the war," continued Mr. Haythorne, "he played a large part in drafting our present labour legislation, based on those wartime regulations."

"M. M. Maclean devoted his life to the labour movement, and to the whole broad idea of better labour-management relations. Through this devotion, he made a contribution in a larger sense to Canada that will long be remembered."

Hon. John R. Nicholson, Minister of Labour, described Mr. Maclean as "truly

one of the pioneers of the Canadian labour movement."

Recalling his essential contribution to Canada's war effort, Mr. Nicholson said: "He was the right man for the job. He brought to it his years of experience in labour relations, a sure judgment, and an integrity that could never be questioned by labour or management."

### G. Russell Harvey dies in Toronto

A member of the Ontario Labour Relations Board since its inception in 1944, G. Russell Harvey, 63, died in Toronto in September.

Mr. Harvey had been associated with the trade union movement in Ontario for 30 years. Early in his career, he was chairman of the Allied Printing Trades Council. He was president of the Toronto Photo Engravers' Union from 1940 to 1942.

He was a director of the Workers' Educational Association, and from 1947 to 1957 served as chairman of the Atomic Energy Allied Council. He was a member of the board of governors at Queensway General Hospital, and a member of the Provincial Government's Planning Committee for Economic Development.

In 1944, he was Canadian director of organization for the American Federation of Labor. Mr. Harvey was Canadian representative of the Office and Professional Employees' International Union and a member of the International Hod Carriers' and Common Labourers' Union of America, Toronto local.

### Labour law veteran, G. S. Pearson, dies

George S. Pearson, 86, a veteran of modern labour legislation in British Columbia, died in Nanaimo, B.C., in August. As Labour Minister in Premier T. D. Patullo's Government in 1937, he introduced the practice of arbitration and conciliation in labour disputes and collective bargaining rights.

His conciliation act, introducing the procedure of conciliation before strikes, replaced an archaic act that was made law in the 1890s and almost never used. It insisted that bargaining be undertaken by elected representatives of the employees, and was the forerunner of the present Labour Relations Act.

The principles established in the B.C. law were ultimately adopted at the federal level and in some other Canadian provinces.

Mr. Pearson was born at Bromely, Staffordshire, England, and came to Nanaimo with his parents at the age of nine.



## Five unions co-ordinate bargaining negotiations

Claude Jodoin, President of the Canadian Labour Congress, announced September 8 that five unions which have collective bargaining agreements with Canadian General Electric and a number of its subsidiaries will co-ordinate their negotiations.

The unions, all CLC affiliates, are: American Federation of Technical Engineers, International Association of Machinists, International Brotherhood of Electrical Workers, International Molders and Allied Workers' Union, and International Union of Electrical, Radio and Machine Workers. The plants concerned are Canadian General Electric Co. at Peterborough, Toronto, Guelph, Cobourg and Oakville, all in Ontario, and at St. Andrews, Que.; Montreal Armature Works Ltd.; Amalgamated Engineering Corporation, Markham, Ont.; and Dominion Engineering Works, Lachine, Que.

## Jobless benefits extended to farms

Extension of unemployment insurance coverage to agricultural and horticultural workers to become effective on April 1, 1967, was announced in September by the Minister of Labour.

The Minister said that extension of unemployment insurance under the Unemployment Insurance Act should be of material help in making farm labour employment more attractive. It also would overcome difficulties that farmers have experienced in securing capable help.

Under certain conditions, casual farm help hired for a few days only may not be insured, and casual workers who do not ordinarily derive their livelihood from insurable employment will be exempt. The farm employer in such circumstances will not have to pay unemployment insurance contributions.

## Textile workers end five-month strike

A five-month strike by 5,000 textile workers, which cost the Dominion Textile Co. more than \$1 million, ended August 30.

The three-year agreement, negotiated by management and the National Federation of Textile Workers, CNTU, is retroactive to February 15, 1966, and raised the basic salary of \$1.58 an hour to \$1.91.

In the first year, workers will receive an increase of 16 cents an hour, in the second year seven cents, and in the third year 10 cents. The contract also exempts women from night work.



Guy de Merlis

## Guy de Merlis appointed Labour Attaché in Brussels

Guy de Merlis, Executive Assistant to Deputy Minister of Labour George V. Haythorne since 1963, was appointed Labour Attaché to the Canadian Embassy in Brussels on October 5. He succeeds Dr. Robert Adams, who has held the post since 1964.

In his new post, Mr. de Merlis will advise the Canadian Government on labour developments in Europe. He will be accredited to such organizations as the European Economic Community, and will maintain close liaison with international union and employer organizations.

Mr. de Merlis was born in Montreal and attended elementary and secondary schools in Quebec City and Trois-Rivières. During World War II, he served with the Canadian Army in Northwest Europe as platoon commander of Le Régiment de Maisonneuve, and as Intelligence Officer with the Fifth Canadian Infantry Brigade.

From 1947 to 1964 he served in the Canadian Army Militia with Le Régiment de Hull, retiring with the rank of Lieutenant-Colonel.

Mr. de Merlis received a Bachelor of Journalism degree from Carleton University in 1949, and for the next three years was a reporter, feature writer and editor with *Le Droit* in Ottawa. He joined the Department of Labour in 1952 as editor of *LA GAZETTE DU TRAVAIL* and associate editor of the *LABOUR GAZETTE*.

Dr. Adams has been appointed to the Treasury Board staff as Director of the Compensation and Conditions Division, Personnel Policy Branch. He will be responsible for administering Government policy connected with the wages and working conditions of public employees under collective bargaining (L.G. 1964, p. 98).

## Parity wages with U.S. steel

Steelworkers at Hilton Works in Hamilton believe they now have "the best pension plan in North America." The plan, which became effective September 1, 1966, is based on a formula of \$5.00 (up from \$3.15) times the years of service to a maximum of \$200, plus a supplemental pension of \$4.50 times years of service to a maximum of 30 years service.

The new three-year agreement, reached in August, provides for full vesting of basic pension after 10 years of service. The pension plan provides that employees may retire at age 55 or over provided that his age plus length of service total 85. From December 10, 1966, an employee may retire at age 62 without reduction in benefit. For each month by which retirement precedes 62, benefit will be reduced by one-half per cent.

Under the terms of a new three-year contract, members of Local 1005 of the United Steelworkers of America will receive a 13-cent-an-hour wage increase, retroactive to August 1. Including the pension plan, the new contract is worth a total of 70 cents an hour and brings dollar parity with United States Steelworkers.

## Compulsory arbitration now law in Saskatchewan

Compulsory arbitration in Saskatchewan became law in September. Introduction of the bill, called after members of the Oil, Chemical and Atomic Workers' International Union went on strike against the Saskatchewan Power Corp., evoked strong denunciation from trade union leaders across the province. It was opposed by the CCF Opposition in the legislature.

The bill provides for compulsory arbitration without appeal in labour disputes involving workers furnishing essential services, including electricity, water and heat, plus employees of nursing homes, hospitals, geriatric centres and similar institutions.

## Director appointed for Ontario Women's Bureau

Mrs. Lita-Rose Betcherman was appointed Director, Women's Bureau, Ontario Department of Labour, in September. She succeeds Mrs. Ethel McLellan, who was named Director of Recruitment for the Ontario Department of Civil Service.

In her new position, Mrs. Betcherman will direct existing programs and develop new ones to ensure that the expanding role of women in the Ontario work force is utilized to the fullest extent.



## Hon. Jean Marchand describes immigrant contribution

At the annual convention of the Canadian Good Roads Association in Halifax, September 7, 1966, Hon. Jean Marchand, Minister of Manpower and Immigration, discussed the important contribution made by immigrants to Canada's growth, economic expansion and culture.

The Minister told the convention that Canada's population passed the 20-million mark in mid-August, with 16 out of every 100 people claiming a foreign birthplace. Immigration reports for the 1950-65 period reveal that 26,128 immigrants have established their own enterprises, he said.

"Of more importance is the fact that these immigrant enterprises employed nearly 80,000 wage or salary earners." And these reports gave only an indication of roughly one-quarter of the extent of immigrant investments, Mr. Marchand explained, since many newcomers who speak English or French become integrated quickly and do not maintain close contact with his Department.

Commenting on the December 1965 report from the Canadian Institute of Public Opinion that 50 per cent of Canadians were apprehensive about increased immigration, skilled or unskilled, the Minister said that if the survey is an accurate reflection of Canadian attitudes, "they must undergo a change."

The Minister cited examples of individual immigrants who contributed to Canada's economy as well as giving employment to thousands of Canadians, and quoted figures from the 1961 census to show that immigration accounted for every third architect, draughtsman, me-

chanical engineer, and physical and occupational therapist in Canada. One out of every four Canadian civil and electrical engineers and physical scientists are immigrants, while one out of every five chemical engineers, medical doctors, and economists came from abroad.

"It is estimated that to have trained the immigrant professionals who arrived in Canada in the past decade would have cost our Government more than half a billion dollars." Similar estimates for the more numerous non-professional but skilled immigrant tradesmen could not be made, Mr. Marchand said, "but their contribution has been immense."

In the face of a world-wide competition for skills, Canada's success in attracting newcomers can be measured by last year's 30-per-cent increase in immigration, the Minister said. And the 1966 outlook is even better, with another one-third increase over the 1965 figures, or about 200,000 new residents from abroad. "This is about 1 per cent of our population—a figure which many economists feel is close to ideal."

"The fact remains that our country must continue to expand beyond the considerable development of past years. It is going to require more than 20 million to populate its vast domain of three and one-half million square miles."

"Most economists believe that despite automation, technological change, and even occasional periods of relatively higher unemployment, Canada will require a strong flow of immigrants for some years to come."

## Manpower Minister addresses joint seminar

The new department of Manpower and Immigration must help prevent Canada from marking time in the world's vast army of industrialized countries, Hon. Jean Marchand told a seminar held jointly by the International Personnel Association of Employment Security and the Department of Industrial Relations at Laval University, Quebec.

Mr. Marchand said that the new department was created in June by Parliament, acting on recommendations by the Economic Council of Canada. He explained that, as well as having a Minister and Deputy Minister, the department will have two operational divisions and four support services.

The Canada Immigration Division, one of the operational services under an assistant deputy minister, will retain most of the functions of the former Immigration Branch of the Department of Citizenship and Immigration.

The other operational service, the Can-

ada Manpower Division, will answer to an assistant deputy minister and link the National Employment Service with the former Immigration Branch and certain elements that were previously part of the Department of Labour — namely, Technical and Vocational Training, the Manpower Consultative Service, Civilian Rehabilitation, and some of the employment stabilization programs.

Mr. Marchand said that the support services will be the Program Development Service, the Financial and Management Service, the Personnel Service and the Information Service.

"Our department will also provide training and retraining programs for workers and unemployed persons seeking jobs," he added — and explained that the federal Government had recently decided to pay salaries to workers who are willing to learn a new trade, and that 90 per cent of the grants would be paid by the federal Government, 10 per cent by the province."

## Bricklayers' Union president retires

John J. Murphy of Washington, D.C., has stepped down as president of the Bricklayers, Masons and Plasterers' International Union of America.

Announcement of his retirement was made at the union's biennial convention in Montreal in September. He will continue with the union as a special consultant.

Mr. Murphy is succeeded by Thomas F. Murphy of New York City, former union secretary. William R. Connors, First Vice-President, succeeds to the office of secretary.

The retiring president started his career as a professional labour leader in Worcester, Mass., more than 30 years ago. He led his union when it was confronted with jurisdictional battles involving other unions because of the introduction of substitute materials into the building trades industry. Prior to World War II, Mr. Murphy was a representative of the American Federation of Labor in Montreal and Toronto.

## AFL-CIO selected by California field workers

Field workers at the Di Giorgio Corporation near Delano, California, chose the AFL-CIO over the Teamsters' Union as their collective bargaining representative in a farm labour election in September. A smaller unit, made up of truck drivers and helpers and shed workers, selected the Teamsters' Union as their bargaining agent.

The two rival unions were seeking to organize California farm workers. Congratulations on the victory were wired to the United Farm Workers' Organizing Committee by President George Meany. He said: "The road is now open to a new era for farm workers, not only in California but all across the nation."

The official count was: AFL-CIO 530; Teamsters 331; no union 12. For the smaller unit: Teamsters 94; AFL-CIO 43, no union 7.

## Information centre urged at education conference

Creation of an interprovincial office to act as a co-ordinating and information centre in matters of education was urged in numerous proposals to the three-day Interprovincial Conference on Education and the Development of Human Resources in Montreal in September.

Six of Canada's 10 education ministers attended the conference, as well as a large delegation from the Economic Council of Canada, labour leaders and numerous educational experts.



## Ministry of Labour formed in Ireland

A bulletin from the Department of External Affairs in Ireland has announced the setting up of a new department called the Ministry of Labour. It will assume all the functions of Government in regard to labour affairs, including industrial relations, manpower policy and the administration of legislation relating to the protection of the interests of workers. These were functions that had previously been handled by other Government departments.

The report said that one of the department's main tasks would be to establish a research section, and representatives of employers and trade unions were asked to contribute ideas.

The new minister will be responsible for working out the Government's plans for giving workers a greater degree of security in employment, for the extension of training facilities, for the introduction and operation of redundancy compensation arrangements, and for initiating and bringing into operation a fair employment code. It was reported that the basic reason for the Government's decision to set up a new department was to devote more attention to the "human side of economic life."

## Quebec women at law

"A woman advocate shall wear black gown and black long-sleeved garment with collar to which the bands shall be attached." Twenty-five years ago this notice of proper dress for Quebec's women barristers would not have appeared in any official publication. For it was not until March 1941 that the Bar Act of the Province of Quebec was amended to admit women "to the study and practice of law."

Quebec's first women advocates, Mme Suzanne Raymond-Filion and Miss Elizabeth C. Monk were accepted in January 1942.

## Correction

An error in column two occurred in the Women's Bureau article appearing on page 584 of the October LABOUR GAZETTE. The article should have opened with the second paragraph in column two, which begins: "Some 1,800 delegates . . ." The first column of text and the top one third of column two should have appeared after the bottom of column three. We apologize for the confusion this must have caused our readers.

## New era for Canadian nurses

A new era has begun for Canadian nurses, says Elsbeth Geiger of Toronto, president of the Registered Nurses' Association of Ontario, "and the impact will be felt across the whole province of Ontario." Miss Geiger was commenting on the retroactive contract made between the nurses' association and the Riverview Hospital, Windsor, Ont. The contract, spanning June 1, 1966 to May 31, 1968, gave the Windsor nurses an immediate raise of \$25

a month and a promise of two more raises in three years.

Other terms include increased shift pay, a uniform allowance of \$25 a year, increased sick leave, payment for extra education, provision for grievance and arbitration procedures, and checkoff dues to the nurses' association.

The Riverview Association was organized with the help of the RNAO employment relations department and was certified as a bargaining unit under the Labour Relations Act, January 21, 1966.

## Technical Note to "E" Tables

Under the Unemployment Insurance Act, contact between the claimant and the Unemployment Insurance Commission is achieved by means of a network of local offices. Tables E-2 to E-4 relate to local office operations, though Table E-3 includes data on regional office processing.

Upon separation from employment, a person wishing to file a claim for benefit applies to the nearest local office of the Commission. An application for employment is completed at the National Employment Service and, if a suitable vacancy exists, a referral is made. If suitable employment is not available, a claim for Unemployment Insurance benefit is filed at the local office. The claim will be either an "initial" or a "renewal" depending upon whether or not it is necessary to compute benefit rights. On an initial claim, the claimant's benefit entitlement is calculated and this will be available for compensation of spells of proven unemployment during a period of one year, unless used up prior to that time. When a claimant misses two successive scheduled reporting dates and subsequently files a claim, a renewal claim will serve to re-activate the claim, provided there is still benefit available.

The total of initial and renewal claims (Table E-3) thus approximates the number of recorded separations from employment during a month. However, to the extent that an initial claim is taken from a person who has just exhausted benefit and seeks re-establishment of credits, the total would constitute an overstatement of the new cases of recorded unemployment.

Claims in the category "entitled to benefit" include initial claims on which the contribution requirements were fulfilled and no disqualification was imposed, and renewal claims allowed, no disqualification. Claims "not entitled to benefit" consist of failures on initial claims due to insufficient contributions, and in addition, disqualifica-

tions imposed on either initial or renewal claims. Claims not completely processed at the end of the month are shown as "pending".

Claimants are required to report every two weeks. Information on the number of claimants currently reporting to local offices is obtained by a count of individual unemployment registers in the currently active file at the month-end (Table E-2). Once a claim is taken, the document on which the record of activity is maintained (the unemployment register) is placed in the active file and becomes dormant only after the scheduled reporting pattern has been broken twice in succession or the claimant finds work. The count of weeks on claim represents weeks of proved unemployment since the most recent separation from employment. When a new unemployment register is prepared because the previous claim terminated and a new entitlement was computed, the count of weeks is cumulated from the date of actual separation from employment. Information on the number of weeks on claim is based on examination of a 20 per cent sample of unemployment registers.

Payment data are provided by Treasury Offices of the Unemployment Insurance Commission and relate to transactions during a month. In some cases, however, the compensated unemployment would have occurred in a prior month. Data cover partial as well as complete weeks.

Estimates of the insured population (Table E-1) are based on an estimate of persons either working in insured employment or on claim at June 1 each year. Monthly estimates of insured employment are projected from the June 1 figure, using employment indexes, for individual industry divisions as published in "Employment and Payrolls" (Employment Section, Labour Division, D.B.S.). The number of claimants recorded at the month-end, as described above, is added to provide the total estimate.

# Can Strikes Be Made Obsolete?

*Permission to publish the accompanying article was granted by A. H. Raskin, Assistant Editor of the Editorial Page of The New York Times. Mr. Raskin's original article appeared in the June 1966 number of The Atlantic Monthly.*

From the standpoint of the community, the essential question is whether collective bargaining is an adequate instrument for protecting the public interest, not just the interest of labour and management, states A. H. Raskin, former Labour Editor of the *New York Times* in an article in the June number of *The Atlantic Monthly*.

"The constant turmoil in railroads, shipping, newspapers, and other key industries, where stoppages often inflict greater punishment on the public than on the warring parties, provides one disturbing answer." After an evaluation of the strike in January this year on the New York subways, Mr. Raskin writes: "In the general economy the advent of a period of gathering labour shortages after seven years of manpower surplus is likely to cause an upsurge of strikes. So is labour's coolness toward enforcement of the White House wage-price guideposts (L.G., 1964, p. 186). To the extent that employers try to hold wages inside the 3.2-per-cent productivity fence, unions may call strikes for more, or find their members taking wildcat action on their own.

"Troublesome as such strikes will prove in the months immediately ahead, the more fundamental long-range problem lies in the type of walkout that bedevilled General Motors and Ford when they negotiated their last national agreements two years ago. Thousands of local plant issues overwhelmed the bargainers and eclipsed in membership interest the impressive gains the UAW made on wages, pensions and other major items. These local issues, ranging from rules govern-

ing smoking to holes in the paving on the employee parking lot, represent a back-to-the-womb development in mass unionism. They reflect the irritations and frustrations that caused workers to turn to unions in the thirties, and they stem from the worker's sense of obliteration in a society of union and corporate bigness."

The desirability of giving more priority to the search for answers to the strike problem is indicated, Mr. Raskin believes. American Government leaders are taking action to meet the problem, and UAW President Walter Reuther has put forward some ideas. But the answer from most of today's labour leaders is the same as it was from yesterday's: "Leave it all to collective bargaining. The less government does, the better."

## Not Good Enough

In Mr. Raskin's words, "That response is not good enough—for unions, employers, or the country." The first need, he says, "is for less ritual and more inventiveness in the bargaining process itself. The idea of crisis-free negotiations on a continuing basis is not ripe for discard simply because of the abortive end of its initial application in steel. The important task is to piece out the elements of strength and weakness in the experience of the steel industry's Human Relations Committee so that future invocations of the same technique will not be vulnerable to demagogic attack." Earlier in his article Mr. Raskin had recounted the history of the committee.

Architect of the new approach to collective bargaining, he asserts, was Arthur J. Goldberg, then General Counsel of the United Steelworkers of America, who was persuaded by the 116-day steel strike in 1959 that the old bargaining system had outlived its usefulness. The new approach was based on year-round discussion of automation and other joint prob-

lems in an atmosphere free of strike dead-lines. The Human Relations Committee, made up of four top representatives of the industry and the union, worked so well that most analysts began pointing to steel as a model of civilized industrial relations.

"But the virtues of voluntary disarmament also proved its Achilles' heel. The committee worked in secrecy to allow its members freedom to exchange views without making eternal public obeisance to institutional shibboleths.

"The new technique produced agreements substantially more moderate than the rank and file had grown accustomed to in the years when every wage increase provided the springboard for an even bigger price increase. A side effect was to relegate to a role of total ineffectuality the 165-member Wage Policy Committee, which theoretically represented the membership in all contract talks with the steel companies. The reality of this change was not great since the steel union had taken over from its foster parent, the United Mine Workers, a tradition of centralized leadership so complete that the Wage Policy Committee was never anything but a rubber stamp.

"Nevertheless, the failure to go through the Kabuki routine of stylized consultation, coupled with the conspiratorial flavor of the top-level discussions and the relatively modest settlements, made the Human Relations Committee a sitting duck in the union's quadrennial elections a year ago. A group of district directors opposed to President David J. McDonald engineered a palace revolution designed to 'give the union back to the membership.' Their prime target was the new bargaining setup and the increased authority it vested in the union's technical staff. The members responded by throwing out McDonald.

"The new union administration prompt-



ly abolished the Human Relations Committee, although a subsidiary network of joint committees will be kept going to study such problems as apprenticeship, job classification, and medical care on a continuing basis. The first effect of the return to collective bludgeoning as a means of negotiating industry-wide wage agreements was that last year's contract talks wound up in the White House, the usual end of the road in pre-committee days."

The best proof that future invocation of the technique exemplified by the steel industry's Human Relations Committee is no impossible undertaking, Mr. Raskin says, can be found in a parallel experiment in the same industry, the Kaiser profit-sharing plan (L.G., 1964, pp. 101, 332, 546).

"The committee [that operates the plan] also grew out of the long and costly 1959 strike, but it differed in two important respects from the Human Relations Committee. Instead of confining its membership to top leaders of the steel industry and the union, the Kaiser committee added to these three distinguished neutrals—Professor George W. Taylor of the Wharton School of Finance at the University of Pennsylvania, Professor John T. Dunlop of Harvard, and David L. Cole, former director of the Federal Mediation and Conciliation Service.

### Pioneering Plan

"The second significant difference was that the Kaiser panel addressed itself to the development of a pioneering plan for giving the union members a tangible cash stake in greater industrial efficiency. The starting point was a guarantee that no worker would lose his job because of automation, but this was supplemented by an assurance that one third of all the savings resulting from increased productivity would be divided among the work force.

"The plan, now in its fourth year, has had some rough spots, especially in periods when the cash bonuses have run low. But both the company and the union have demonstrated ingenuity in adapting the ground rules to changed conditions, and the three public members have served as an invaluable catalyst. Still another help has been a continuing educational drive to let the rank and file know everything there is to know about the plan. Most observers feel that this foundation of membership knowledge and support was even more influential than the financial dividends in protecting the Kaiser plan against the kind of assault that wrecked the Human Relations Committee."

Mr. Raskin then quotes from the re-

port, "Technology and the American Economy," by the U.S. President's tripartite commission on automation: "Basic issues such as adjustment to technological change cannot be resolved by a small team of negotiators working themselves into a state of physical and mental exhaustion for a few months every two or three years. These issues must be dealt with patiently, carefully and, above all, continuously until satisfactory solutions emerge.

### Substance Needs Review

"The substance of bargaining," Mr. Raskin continues "also needs review in most industries so that every negotiation does not degenerate into another sterile 'battle for the buck' without concern for the larger interests of either workers or society.

"Among the most depressing indications of the inertia now general on both sides of the bargaining table is the survival of hourly wages as the basic measure of income for blue-collar workers," Mr. Raskin writes. He points out that mechanics have the same need for the 'dignity and stability of a weekly salary' as engineers and technicians, and points to the broad variety of income stabilizers that has been introduced over the years to mitigate this form of discrimination.

The progress that the United States Government has made in ironing out "the worst bumps of the business cycle" shows that many industries could put all their workers on salary without major financial hazards. "As technological innovation erases the line between mechanic and technician, the use of collar colour to determine the pay system becomes as senseless as it is demeaning."

Mr. Raskin then introduces the subject of government intervention. "How much governmental intervention will be required to protect the public interest," he said, "will depend on how effectively labour and management discharge their own bargaining responsibilities in fields where strikes or uneconomic contracts inflict their primary damage on the community.

"Plainly, what is essential to make the no-strike policy something more than a legal fiction for . . . civil servants is a negotiating structure that has some counterpart of arbitration as its terminal point." But there was one warning in connection with mandatory procedures for an impartial determination of fairness in public employee disputes: "The citizens must be prepared to pay the price of economic justice for their state and municipal employees and not expect them to subsidize the agencies for which they work by taking less. . . .

"In private industry the yardstick for government action must be the extent to which any cutoff in service imperils the national interest. When all the people have to suffer through the wilfulness or ineptitude of economic power blocs, it is an affirmation, not a denial, of democracy to provide effective government machinery for breaking deadlocks."

Mr. Raskin asserts that the weakness of the national emergency provisions in the Taft-Hartley Act is that they delay strikes for 80 days but provide no instrument for putting peace proposals before the parties. "The least that is needed, by way of change, is a fact-finding procedure that would assure a third-party judgment on all the issues in dispute." He points to the experience in atomic energy and missile-sites construction disputes, where such settlement machinery has worked well for several years. This experience gives rise to the hopes that most disputes would be amicably adjusted on the basis of the fact-finders' recommendations. "Compulsory arbitration or government seizure would have to be the instrument of last resort where this hope proved vain," Mr. Raskin says.

"No formula or law is going to bring an end to all labour-management conflict. Australia has had a system of labour courts dating back to the formation of the Commonwealth in 1901. It still has strikes; but in general, the system has proved beneficial, and it has certainly not put the Australian economy into a totalitarian straitjacket—the bugaboo which foes of compulsory arbitration invariably conjure up."

### Strike-Proof Industries

Automation has already made some industries so strike-proof that all the unionized employees could quit work without any resulting interruption of service, says Mr. Raskin, and in such industries the issue of government intervention has been rendered academic. The list of such industries will grow as push buttons replace men in a broader spectrum of industry.

Concludes Mr. Raskin: "The challenge to the nation is to demonstrate that it has enough social imagination to develop equitable and democratic instruments for guarding against strike emergencies without waiting for technology to make all strikes obsolete. That machinery will be equally needed as a safeguard for industrial democracy when labour's economic weapons have lost their potency. Union statesmanship today will be the surest guarantee of union survival in the technocratic tomorrow of industrial disarmament."



# PRICE INDEXES

## Consumer, September 1966

The consumer price index (1949=100) advanced 0.1 per cent to 145.1 at the beginning of September from 144.9 in August. The September index was 4.3 per cent higher than the September 1965 index of 139.1.

Increases in four of the main component indexes, ranging from 1.8 per cent for clothing to 0.3 per cent for housing, outweighed decreases of 0.7 per cent in the food index and 0.5 per cent in the recreation and reading index. The health and personal care index remained unchanged.

The food index declined 0.7 per cent to 147.1 from 148.1 in August, mainly as a result of lower seasonal prices for fruits and vegetables. Other food groups, including fats, dairy products and miscellaneous groceries, exhibited lower prices, although higher trends were recorded for eggs, meats and bakery and cereal products. Higher priced food items included pork roasts, bacon, cottage roll, pork and veal chops, hamburger, oranges, lettuce and flour. The more important price decreases included potatoes, carrots, tomatoes, celery, corn, chicken, turkey, liver, sirloin steak, bananas, grapes, apples, peaches, sugar and ice cream.

The housing index rose 0.3 per cent to 145.4 from 145.0 in August as both the shelter and household operation components increased. Higher prices were reported for rents and home-ownership costs. In household operation, price increases were recorded for furniture, floor coverings, textiles, utensils and household supplies.

The clothing index advanced 1.8 per cent to 127.0 from 124.8 as widespread price increases were reported for men's, women's and children's clothing, and footwear. Prices for laundry, dry cleaning, and shoe repairs were higher.

The transportation index increased 0.4 per cent to 151.2 from 150.6 in August. The health and personal care index remained unchanged at 181.3.

The recreation and reading index decreased 0.5 per cent to 158.8 from 159.6. The tobacco and alcohol index advanced 1.0 per cent to 126.4 from 125.1.

Group indexes a year earlier (September 1965) were: food 136.4, housing 141.5, clothing 121.4, transportation 148.7, health and personal care 176.0, recreation and reading 154.0, and tobacco and alcohol 122.6.

## Wholesale, August 1966

The general wholesale index (1935-39=100) rose 0.2 per cent in August to 260.4 from the July index of 259.9. It was 3.6 per cent higher than the August 1965 index of 251.4. Three major group indexes were higher in August, five declined.

The animal products group index advanced 1.5 per cent in August to 296.7 from 292.2 in July on higher prices for eggs, fresh and cured meats, fishery products, and milk and its products. Minor increases were recorded for two major group indexes: wood products to 342.5 from 342.3, and iron products to 268.1 from 268.0.

The chemical products group index declined 0.6 per cent in August to 209.0 from 210.2 in July, and a decrease of 0.5 per cent to 251.4 from 252.7 was recorded in the textile products group index. Downward movements of 0.2 per cent or less occurred in the following major group indexes: vegetable products to 226.5 from 226.9, non-metallic minerals products to 193.5 from 193.6, and non-ferrous metals products to 229.0 from 229.1.

## City Consumer, August 1966

The consumer price indexes (1949=100) advanced between July and August in all ten regional cities. Increases ranged from 0.3 per cent in Montreal to 0.7 per cent in Edmonton-Calgary.

Food indexes were higher in all cities, the increases ranging from 0.9 per cent in Vancouver to 2.7 per cent in Winnipeg. Housing indexes advanced in eight cities, remained constant in one, and declined fractionally in one. Clothing indexes rose slightly in one city, remained steady in two, and fell in seven. Transportation indexes declined in eight cities and remained unchanged in two.

Health and personal care indexes increased in all but two cities, where slight decreases were noted. Recreation and reading indexes advanced or remained steady in all 10 cities. Tobacco and alcohol indexes displayed mixed trends—increases noted in four cities, decreases in two, and no changes in four.

Regional consumer price index point changes between July and August were: Saint John + 0.9 to 141.8; Winnipeg + 0.9 to 140.1; Edmonton-Calgary + 0.9 to 135.4; St. John's + 0.8 to 127.1\*,

\*On base June 1951=100.

Ottawa + 0.8 to 145.2; Toronto + 0.7 to 147.9; Saskatoon-Regina + 0.6 to 136.7; Halifax + 0.5 to 139.0; Vancouver + 0.5 to 139.0; Montreal + 0.4 to 142.6.

## Residential Building

The price index of residential building materials (1935-39=100) declined in August by 0.3 per cent to 345.7 from 346.7 in July, and from 152.1 to 151.6 on the base 1949=100. The price index of non-residential building materials (1949=100) was down 0.1 per cent to 150.5 from 150.6.

## British Retail, July 1966

The British index of retail prices (Jan. 16, 1962=100) declined to 116.6 at mid-July compared with 117.1 at June 21. A year ago in July the index was 112.7.

Marked reductions in the prices of potatoes, tomatoes and other fresh vegetables and smaller reductions in the prices of eggs and bacon were mainly responsible for the decline.

The food group index declined to 116.2, compared with 118.4 in June.

The index for housing, durable household goods, clothing and footwear and services all advanced in July. In the remaining five groups there was little change.

## U.S. Consumer, August 1966

The United States consumer price index (1957-59=100) rose by 0.5 per cent to 113.8 in August from 111.3 in July. A year ago in August the index was 110.0.

About three-quarters of the August rise was in food prices. The other major contributors to the increase were higher prices for used cars and medical services. Gasoline prices were lower.

Food costs, over all, went up 1.3 per cent during the month, led by an 18-per-cent increase in egg prices and a 3.5-per-cent increase in the cost of milk. Other increases were registered in bread and meat prices. Among fresh fruits and vegetables, only the prices of tomatoes and cucumbers dropped substantially. The prices of lettuce, cabbage, apples and oranges all rose considerably.

Prices of men's and boys' clothing went up, but prices of women's and girls' apparel declined.



# Employment and Unemployment in August

Employment in August, estimated at 7,577,000, was 34,000 higher than in July, and above average for this time of year; over the year it was up 298,000, or 4.1 per cent. Between July and August, the increase in the total labour force amounted to 18,000, which compares with an average decrease of 21,000 for the corresponding period of the past five years. The estimated labour force, at 7,805,000, was 315,000, or 4.2 per cent, higher than a year earlier.

Unemployment decreased by 16,000 to 228,000, a normal decline for this period, and was 17,000 higher than a year earlier.

The unemployment rate in August was 2.9 per cent of the labour force, compared with a rate of 2.8 per cent in August 1965, and 3.4 per cent in August 1964. Seasonally adjusted, the August 1966 rate was 4.0 per cent.

Non-farm employment, at 6,928,000,

was 40,000 higher than in July and, compared with a year earlier, was up by 383,000, or 5.0 per cent. More than half of the additional jobs during the month were in manufacturing. The largest gains were in community, business and personal service, and in manufacturing, there were also substantial increases in construction and trade. Farm employment, at 649,000, was 85,000 lower than a year earlier.

All regions contributed to the year-to-year increase in employment. The largest relative gains occurred in British Columbia and Quebec, which showed advances of 6.0 per cent and 5.9 per cent.

## Unemployment

Unemployment decreased by an estimated 16,000 between July and August. The decline was concentrated among persons 14-19 years of age, and reflected

reduced participation by students who were temporarily in the labour force during the summer months.

The August unemployment estimate of 228,000 was 17,000 higher than in 1965. All of the increase was among women; the number of men unemployed remained unchanged from a year earlier.

About four fifths, or 185,000, of the total number of unemployed had been seeking work for three months or less. About 18,000 had been seeking work from four to six months, and 25,000 for seven months or more.

The review is prepared by the Labour Market Analysis Division, Research Branch, Department of Citizenship and Immigration. The tables are prepared jointly by the Dominion Bureau of Statistics and the Department of Citizenship and Immigration.

## Labour Market Conditions

Labour Market Areas	Labour Surplus				Approximate Balance		Labour Shortage	
	Group 1		Group 2		Group 3		Group 4	
	August 1966	August 1965	August 1966	August 1965	August 1966	August 1965	August 1966	August 1965
Metropolitan.....	—	—	3	2	9	10	—	—
Major Industrial.....	1	1	9	7	16	18	—	—
Major Agricultural.....	—	—	2	1	12	13	—	—
Minor.....	—	—	11	8	44	45	3	5
Total.....	1	1	25	18	81	86	3	5

## Classification of Labour Market Areas—August

Substantial Labour Surplus Group 1	Moderate Labour Surplus Group 2	Approximate Balance Group 3	Labour Shortage Group 4
METROPOLITAN AREAS (labour force 75,000 or more)	Quebec-Levis Vancouver-Abbotsford- New Westminster → WINDSOR	Calgary Edmonton Halifax → HAMILTON Montreal Ottawa-Hull St. John's Toronto Winnipeg	

# CLASSIFICATION OF LABOUR MARKET AREAS—AUGUST

	<i>Substantial Labour Surplus Group 1</i>	<i>Moderate Labour Surplus Group 2</i>	<i>Approximate Balance Group 3</i>	<i>Labour Shortage Group 4</i>
MAJOR INDUSTRIAL AREAS (labour force 25,000-75,000; 60 per cent or more in non- agricultural activity)	Oshawa	Brantford Corner Brook Joliette Lac St. Jean Niagara Peninsula Saint John Sarnia Shawinigan Sherbrooke	→CORNWALL Fort William-Port Arthur →GRANBY-FARNHAM- COWANSVILLE Guelph Kingston Kitchener London Moncton New Glasgow Peterborough →ROUYN-VAL D'OR Sudbury Sydney-Sydney Mines Timmins-New Liskeard- Kirkland Lake →TROIS RIVIERES Victoria	
		Chatham Thetford-Lac Megantic- Ville St. Georges	Barrie Brandon Charlottetown Lethbridge Moose Jaw North Battleford Prince Albert Red Deer Regina Riviere du Loup Saskatoon Yorkton	
MAJOR AGRICULTURAL AREAS (labour force 25,000-75,000; 40 per cent or more in agri- culture)		Bathurst CENTRAL VANCOUVER ISLAND← Drummondville Gaspe Lindsay Newcastle Quebec North Shore Rimouski Ste. Agathe-St. Jerome Sorel Valleyfield	→BEAUHARNOIS Belleville-Trenton Bracebridge →BRAMPTON Bridgewater Campbellton Chilliwack Cranbrook Dauphin →DAWSON CREEK Drumheller Edmundston Fredericton Galt Grand Falls Grande Prairie →KAMLOOPS Kentville Lachute-St. Therese Medicine Hat →MONTMAGNY North Bay →OKANAGAN VALLEY Owen Sound Pembroke Portage la Prairie Prince George-Quesnel Prince Rupert St. Hyacinthe →ST. JEAN	→GODERICH Listowel →SWIFT CURRENT
MINOR AREAS (labour force 10,000 to 25,000)		<i>Group 3 Concluded</i> St. Stephen St. Thomas Sault Ste. Marie Simcoe Stratford Summerside Trail-Nelson Truro →VICTORIAVILLE Walkerton Weyburn Woodstock, N.B. Woodstock-Tillsonburg Yarmouth		

→The areas shown in capital letters are those that have been reclassified during the month, an arrow indicates the group from which they moved. For an explanation of the classification used, see page 476, August 1966 issue.



# Labour Statistics

Principal Items	Date	Amount	Percentage Change From	
			Previous Month	Previous Year
<b>TOTAL CIVILIAN LABOUR FORCE*</b> .....(000)	August 20	7,805	+ 0.2	+ 4.2
Employed.....(000)	August 20	7,577	+ 0.5	+ 4.1
Agriculture.....(000)	August 20	649	— 0.9	—11.6
Non-agriculture.....(000)	August 20	6,928	+ 0.6	+ 5.9
Paid workers.....(000)	August 20	6,468	+ 0.8	+ 6.1
At work 35 hours or more.....(000)	August 20	5,940	+ 9.1	+ 3.3
At work less than 35 hours.....(000)	August 20	794	+ 8.0	+ 7.2
Employed but not at work.....(000)	August 20	843	—38.1	+ 6.7
Unemployed.....(000)	August 20	228	— 6.6	+ 8.1
Atlantic.....(000)	August 20	26	—10.4	— 3.7
Quebec.....(000)	August 20	83	— 5.7	— 2.4
Ontario.....(000)	August 20	75	— 2.6	+31.6
Prairie.....(000)	August 20	17	—22.7	— 5.6
Pacific.....(000)	August 20	27	— 3.6	+12.5
Without work and seeking work.....(000)	August 20	210	— 7.1	+ 7.1
On temporary layoff up to 30 days.....(000)	August 20	18	0.0	+20.0
<b>INDUSTRIAL EMPLOYMENT (1961=100)</b> .....	May	120.1	+ 2.9	+ 6.1
Manufacturing employment (1961=100).....	May	123.4	+ 2.0	+ 6.0
<b>IMMIGRATION</b> .....	1st 6 Mos.	86,001	—	+36.7
Destined to the labour force.....	1st 6 Mos.	44,728	—	+37.9
<b>STRIKES AND LOCKOUTS</b>				
Strikes and lockouts.....	August	132	+22.2	+59.0
No. of workers involved.....	August	216,080	+159.7	+694.5
Duration in man days.....	August	968,260	+19.1	+297.6
<b>EARNINGS AND INCOME</b>				
Average weekly wages and salaries (ind. comp.).....	May	\$95.88	0.0	+ 6.1
Average hourly earnings (mfg.).....	May	\$ 2.23	0.0	+ 5.7
Average hours worked per week (mfg.).....	May	40.9	— 0.3	— 0.5
Average weekly wages (mfg.).....	May	\$91.36	— 0.4	+ 5.4
Consumer price index (1949=100).....	August	144.9	+ 0.4	+ 3.9
Index numbers of weekly wages in 1961 dollars (1961=100).....	May	110.2	— 0.7	+ 6.8
Total labour income.....\$000,000.	May	2,417	+ 2.8	+12.6
<b>INDUSTRIAL PRODUCTION</b>				
Total (average 1949=100).....	July	255.4	— 9.5	+ 6.0
Manufacturing.....	July	232.4	— 9.6	+ 6.0
Durables.....	July	236.6	—11.5	+ 4.0
Non-durables.....	July	228.8	— 7.8	+ 7.8
<b>NEW RESIDENTIAL CONSTRUCTION†</b>				
Starts.....	July	10,056	— 4.3	—26.6
Completions.....	July	12,852	+19.2	+69.9
Under construction.....	July	72,708	— 5.4	—15.9

\*Estimates of the labour force, the employed and the unemployed, are from *The Labour Force*, a monthly publication of the Dominion Bureau of Statistics which also contains additional details of the characteristics of the labour force, together with definitions and explanatory notes. †Centres of 5,000 population or more. Note: Blank spaces indicate data unavailable at press time.

# Wage Discrimination against Women in European Countries

The Rome Treaty of 1957 which established the European Economic Community (EEC)—popularly known as the European Common Market—provided in Article 119 for the equalization of wages for men and women, and complete elimination of wage differentials in member countries by the end of 1964.

As interpreted by a joint resolution of the six member countries—France, Italy, Belgium, Luxembourg, Netherlands and Germany—the Article adopted the basic policy embodied in the Equal Remuneration Convention (1951) of the International Labour Organization: Member countries were to establish by law or regulation the principle of legally enforceable equality of remuneration of men and women workers, and to withhold legal recognition of collective agreements interfering with implementation of the principle within a given period of time.

Discriminatory practices that the article was designed to abolish include:

- obligatory minimum wage rates for men only;
- different statutory or contractual minimum wages for men and women;
- different time or piece rates for men and women;
- separate job categories for each sex;
- application of different criteria in determining wages through job classification;
- any kind of wage discrimination based on sex in collective agreements, wage scales, etc.

Four of the member countries were already signatories of the ILO Equal Remuneration Convention. (Luxembourg and the Netherlands have not ratified.)

## First Stage

It was agreed that the first stage was to be reached by June 30, 1962, at which time member countries were to have reduced pay differentials based on sex to a maximum of 15 per cent. The EEC Commission, appointed to investigate progress, reported to the Council of Ministers that, although some advances had been made, the goal of the maximum 15-per-cent differential had not been achieved in all countries.

A subsequent report showed that wage differentials between male and female workers performing equal work still existed in the six member countries as of December 31, 1964. Varying degrees of compliance with the terms of the article were found in the different countries, however.

## France

By the end of 1964, France had constitutional provisions giving equal rights to men and women, and barring discrimination because of sex. In addition, there were labour laws specifically prescribing equality of remuneration for men and women workers. In its practical application, wage equality had been achieved with few exceptions.

The Commission expressed satisfaction with a joint statement by the French government, employer and worker organizations, but pointed out that women workers not covered by collective contracts still lacked protection. The Government indicated that legislation to remedy this situation was under study. On the whole, there was little fault to find with compliance.

## Germany

Germany's Constitution, and those of France and Italy, featured provisions giving equal rights to men and women, and barring discrimination because of sex. Labour laws in 1964 specifically prescribed equality of remuneration for men and women.

In practical application, wage equality has been achieved with few exceptions. Collective agreements generally provided equal pay for equal work, but lower wages were still fixed for women in some economic sectors. Also, the practice of employing women only in jobs classified as "light work" resulted in lower pay for women.

The Commission was generally satisfied with efforts to carry out the purpose and intent of Article 119.

## Italy

In Italy, as in France and Germany, constitutional provisions were in effect giving equal rights to men and women, and barring discrimination because of sex. A statute providing for equal pay in agricultural occupations was in force. In practical application, wage equality had been achieved with few exceptions, mainly in areas not under collective agreements. Equality in marginal jobs not covered by collective agreements or jobs covered by long-term contracts had not been fully achieved.

The Commission found little fault with steps taken towards compliance.

## Luxembourg

In Luxembourg, the Commission found that there was a law giving equal compensation to men and women in the civil service, and to government employees and members of public institutions. There was also an equal national minimum wage for all occupations except domestic, agricultural, wine-growing and horticultural workers.

A uniform job classification system and equal wage scale had been established in collective agreements covering 60 to 65 per cent of the labour force.

The Commission pointed out that the problem of discrimination must be solved for female workers not covered by collective contracts or by the minimum wage law, and it decided that progress in this area had been less than satisfactory.

## Belgium

In Belgium, neither general equal pay legislation applicable to all workers, nor special statutes providing for equality in specific occupations were in effect. Equal pay had been achieved largely in white-collar jobs. An appreciable number of contracts covering wage-earners still provided for wage differentials between men and women although differences between rates were narrowing.

The Commission found progress behind schedule and less than satisfactory. The majority of collective agreements regulated only minimum wages, and did not provide for equality of actual pay.

## The Netherlands

In the Netherlands, although the Commission acknowledged that considerable progress had been made to eliminate wage differentials based on sex, it censured Dutch employers and unions for not raising the wages of women more rapidly in recent years. The Government rejected this censure on the ground that, in accordance with an EEC recommendation, stability of labour costs and prices must take precedence over wage equalization.

The Commission repudiated this view and insisted that the Government take steps to make equal pay enforceable in the courts. It also asked the Government to use its authority to declare void all collective agreement clauses contravening the principle of wage equality.



# Achievements Among the Rehabilitated

The year 1965-66 again saw an increase in the number of persons who have been reported by provincial rehabilitation authorities as having reached "rehabilitation status."

The reports are made only on cases for which full details are available, and they are submitted when rehabilitation services have terminated and a suitable period of follow-up has elapsed. They do not record large numbers of disabled individuals who are able, through their own efforts and the regular services of training and employment placement, to take their place in the labour market without recourse to special rehabilitation services.

Of the 2,451 persons reported in 1965-66, more than 69 percent were dependent on relatives or public assistance. The cost of maintenance for these individuals was estimated to be \$1,635,851.

## Income Over \$5 Million

After rehabilitation, the estimated total annual income for the group was approximately \$5,600,000, exclusive of the contribution of 134 housewives or homemakers who were included.

After rehabilitation services, 1,983 were regularly employed in business or industry, 54 established businesses for themselves, 188 entered sheltered employment, 25 were enabled to engage in some form of homebound employment, and 134 were able to resume their responsibilities as wives and homemakers. Sixty-seven of the severely disabled were sufficiently improved to undertake their own care.

Before their acceptance for rehabilitation service, 745 of these persons had no work record, 409 had previously been employed as unskilled workers, 180 in semi-skilled occupations, and 209 in skilled work. One hundred and twenty had been engaged in agriculture, fishing or forestry. Service occupations had given employment to 259, 306 were engaged in sales and clerical work, 86 worked in the professional or managerial field, and 106 were wives and individuals providing home-maker services.

After provision of rehabilitation services, 132 became employed in the professional or managerial field, 587 in sales and

clerical work, 443 in service occupations, 59 in agriculture, fishing or forestry, 274 in skilled work, and 486 in unskilled work. One hundred and thirty-four are wives and homemakers. The remaining 67 were not able to undertake employment but were capable of dispensing with help and looking after themselves.

## Educational Background

A look at the educational qualifications of the group shows that 1,334 had not gone beyond elementary school, and 308 had not gone beyond Grade 4. Only 63 had continued their education beyond high school, but 526 had received some form of vocational training. Once embarked on their rehabilitation program, 1,010 undertook vocational training for a wide variety of occupations.

In addition to vocational training, many of the disabled received medical, social and vocational assessment and counselling. A variety of treatment services were provided to well over half the total number rehabilitated. Three hundred and forty-two were fitted with prosthetic appliances and devices.

The age distribution of these disabled individuals ranges from youth to old age. Fifty-five per cent of them are under 30 years of age, many of them new entrants to the labour market. More than 25 per cent of those rehabilitated are 40 years of age or over, and 111 are 60 years of age or over. Women comprise slightly more than one-third of the total.

These 2,451 rehabilitated persons suffered from a variety of disabling conditions. The largest group, 743, suffered from neuro-psychiatric disorders. This includes 272 retardates whose earnings now total an estimated \$380,010 a year. The remainder are distributed as follows: amputations, 177; neuro-muscular skeletal impairments, 542; deaf and hearing impairments, 244; blind and visual impairments, 204; neurological impairments, 225; tuberculosis and respiratory disorders, 109; cardio-vascular diseases, 111; other disabling conditions, 96.

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By the staff of Civilian Rehabilitation Branch,  
Department of Manpower and Immigration

## Individual Achievements

A few cases selected at random from reports serves to illustrate the types of service provided and the results.

A was 18 at the time she was referred to the Rehabilitation Service in her province. She was mentally retarded, but had reached a Grade V level of education.

After a short period of work assessment and counselling, she was placed with a shoe manufacturing firm as a machine stapler and is now earning \$2,288 a year.

B is a 63-year-old man suffering from arteriosclerosis so that he is not fit for heavy work or anything requiring much standing or walking. He had previously worked as a carpenter but, no longer able to work at his trade, was dependent on his relatives for support. A place was found for him in a sheltered workshop where he is now able to contribute \$960 a year to his own support.

C suffered polio that left his left shoulder and upper arm almost paralyzed. At 25, he was unemployed and dependent on welfare assistance. Surgical treatment, physiotherapy, and the aid of a splint improved his condition. He is now employed as a trucker earning approximately \$3,000 a year.

D is 38 and had worked as a labourer. Seven years ago, he was involved in a car accident and suffered a spinal cord injury which left him paralyzed from the waist down. He was provided with a wheelchair and given training in watchmaking. A lathe and a cleaning machine costing a total of \$330 were provided so that he could engage in business for himself. He is presently earning approximately \$3,000 a year.

The 2,451 persons reported rehabilitated during 1965-66 bring the total number of persons reported since 1957 to 16,553. It is estimated that, without rehabilitation assistance, they and their 12,884 dependants were costing \$11,056,000 annually for support.

Now they earn approximately \$32,000,000 a year and have collectively earned a total of \$144,322,550 since they became employed. The cost of their support for the same period would have been over \$52,000,000.

# New Skills Needed For the Space Age

"'You can't teach an old dog new tricks' is a tired old axiom applied on occasion to the human race. It's a pat saying that has enabled many an employer and training director to sidestep logic and stick with tradition," claims Norman F. Piron, Assistant Director of the United Association Training Department for Apprentices and Journeymen (Plumbers Union). He was addressing the National Conference on Manpower Training and the Older Worker which was sponsored by the National Council on Aging and held in Washington, D.C. in January 1966.

He went on to point out that, with the co-operation of management, industry and education, it has been shown that one does not have to be young to absorb new ideas, new techniques or new methods. Steady advances in technology are making new demands on the skills of workers both young and old, and these demands could have had drastic effects on the older craftsman. If it was necessary to teach apprentices the latest techniques, methods and processes, it was just as necessary to teach the journeymen who, after all, comprise the backbone of a contractor's work force.

## Training Courses

Motivated by this reasoning, the United Association decided 12 years ago to initiate training courses for its membership. Developed with the assistance of a university, courses were introduced to train the instructors who could then teach the membership. In 1965 there were 600 instructor-students undergoing instruction. The annual training course was designed to:

- prepare U.A. instructors to become proficient in the techniques of instruction and the use of instructional material;
- acquaint instructors with the philosophy and principles of education, especially trade, industrial and technical education;
- provide learning experience in the principles and fundamentals of the applied-knowledge subjects such as science, mathematics, drawing, English and basic economics;
- broaden and deepen the understanding of the instructor in the technical aspects

of the crafts, and bring to the instruction information about the latest developments in this area.

Although these objectives may appear too sophisticated for absorption and practical application by plumbers, pipefitters and sprinkler fitters, it must be remembered that all groups including journeymen and apprentices, have been deeply involved from the beginning in acquiring the new skills needed for the space age. A few years ago, for example, heliarc, short arc, and plastic welding techniques were virtually unknown and many other techniques unheard of a decade ago are now commonplace.

In short, new methods were requiring that not only apprentices learn new techniques, but also that journeymen of 20 and 30 years experience do the same.

## For Best Results

Mr. Piron concluded his conference address by saying: "Our experience with the veteran plumber, pipefitter and sprinkler fitter has enabled us to draw some broad generalities about what instructional courses should consist of, and how they should be applied. The most effective results have been obtained by:

"Short courses. Instruction should be limited to two or three hours a week for several weeks, depending on the extent of the new skill being taught.

"Practical courses. Although theory is becoming more and more a prime requisite as an integral part of the over-all skill employment, the course should be so designed as to weave the scientific fact into the practical application. Separating theory and practice will not work. The older worker is impatient with time spent on information not related directly to his work.

"Competent instructors. The older worker has a tremendous amount of experience and know-how gained over the

## Advancing Technology Makes Demands on Apprentices and Journeymen

years. The person chosen to instruct him should have this basic background also, or face the problem of not being taken seriously. The psychology of training is what is meant. If instructor and student do not talk the same language, the training will be less effective.

"Immediate application. What is being taught should have immediate and practical application. Practice is the key to retention, and the immediate need to know is the best incentive to learn.

"Visual aids. They should be employed whenever possible, coupled with demonstration and practice."

## The Veteran Worker

The U.A. has found that the man who knows his job and has been doing it well for many years is easier to retrain for a refinement of his basic skill than an apprentice who must learn fundamentals first.

There is no question but that the veteran older worker in our crafts has been the bulwark of our industrial achievements on land, on sea, and in space.

Among the papers presented at the conference was one on "The Older Worker and Retraining — a Survey of MDTA Experience," by Graeme H. McKechnie of the University of Wisconsin. In this paper he surveyed the experiences of older workers under the government-sponsored retraining programs of the Manpower Development and Training Act, and explored the benefits of such retraining for these older workers.

Mr. McKechnie found that older unemployed workers had not been included in retraining programs to the extent warranted by their situation. In the United States in 1964, approximately 27 per cent of those unemployed were aged 45 or over. Despite this, only about 11 per cent of the trainees enrolled in institutional

*Continued on page 664*



# Quebec Company Teaching Unemployed How to Use Heavy Mobile Equipment

Unemployment is usually a matter for provincial and federal governments to worry about, but not in the mining community of Asbestos, about 80 miles east of Montreal.

Though the Jeffrey Mine of Canadian Johns-Manville Co. Ltd. employs more than 1,800 people in Canada's largest open-pit asbestos mine, the company has taken on, as a community responsibility, the problems of the unemployed in the surrounding region.

In 1963 this company, in co-operation with the federal and provincial Governments, set up experimental training courses at the Jeffrey Mine to teach driving and maintenance of heavy mobile equipment to unemployed men from the Asbestos area. The company did not attempt this course to train men for their own work, but to give unskilled men an opportunity to learn a trade so that they could find jobs in any of the industries using heavy equipment.

That 1963 experiment was the first of its kind in Quebec. It proved so successful that it was repeated earlier this year, and even before the trainees were graduated, offers of jobs were coming in from the construction companies, mines and public works where 330,000 vacancies exist for specialized workers across Canada.

## The 1966 Course

For the 1966 course, there were 86 applicants, mainly sons of company employees. Eighteen were chosen for the 12-week program that included 20 hours of academic study and 480 hours of practical training including driving, maintenance and safe use of haulage trucks, bulldozers, scoopmobiles, graders and backhoes. Every trainee worked under the supervision of competent instructors, safety engineers, mechanics and operators.

It has been estimated that, if the federal

and provincial Governments tried to set up their own program for this type of training, it would cost \$23,000. But Canadian Johns-Manville absorbed all the costs of instructors, machinery, equipment and maintenance so that the federal and provincial Governments shared a bill of only \$740 to give 18 young men excellent job training. The program had the support and co-operation also of the local unions of the asbestos workers, affiliated with the Confederation of National Trade Unions, and the trades schools.

But such co-operation is not unusual at Jeffrey Mine, where the company and unions have been discussing matters of mutual concern for nearly 30 years. There are now two joint consultation committees: the factory committee, formed in 1960, and the shop committee, founded in 1937.

Both R. B. Gresham, Industrial Relations Manager, and Leo Boucher, union President, agree that their joint consultation committees are of excellent value to both the company and its employees.

When government and education officials recently arrived to inspect the training area, it was suggested that other companies, such as textile, paper and power plants should study ways and means to train youth to meet the pressing needs for skilled workers.

## Automation Consultation

When automated cubing equipment came to General Concrete Ltd., Stoney Creek, Ont., it was the company labour-management joint consultation committee that eased the way for the introduction of improved techniques.

One of the items manufactured in this plant is concrete building blocks. These blocks are made by machines, cured, then stacked into cubes for storage and shipment. Until recently, all the stacking for the cubes had to be done by hand. It was hard work, and unless the blocks were

stacked carefully into interlocking patterns, the cubes could fall apart.

Late in 1965 the company decided to install automatic cubers. These machines take the blocks off the conveyor, flip them around and stack them into perfect cubes according to any pre-set patterns fed into the controls on endless paper tapes.

The new system required only two men to run the automated cubers instead of the six-man crews cubing by hand.

The problem was referred to management and union representatives of the company's joint consultation committee for discussion of ways of introducing the automated equipment. The committee was assured at the same time that the company would take on the responsibility of retraining displaced workers for other jobs in the plant.

## Wage Rates Discussed

Management and the union (Canadian Building Product Workers' Union, Local 157) held a series of meetings to discuss classifications and upgradings to be incorporated in the 1966 wage rates. When the men who had been doing the hand cubing discovered that they would not be dismissed, they entered into the retraining with enthusiasm. Most of them wanted to learn to be machine operators, and others were interested in machine maintenance. Without exception, each man who chose to retrain went on to a higher classification with more pay.

J. E. Gammage, General Concrete's Executive Assistant and Personnel Manager, commented, "I'm getting quite used to the good results that can be gained through joint consultation."

Don Marshall, President of the local union, claims that the joint consultation committee, formed in 1963, has helped quite a bit. "Once we had confusion. Now the working conditions have improved and everyone's attitude has improved. It makes a big difference," he said.

# Certification and Other Proceedings Before the Canada Labour Relations Board

The Canada Labour Relations Board met for three days during August. The Board granted five applications for certification, rejected four such applications and ordered two representation votes. During the month the Board received fourteen applications for certification and allowed the withdrawal of three such applications. The Board also received one request for the review of an earlier decision and denied one such request.

## Applications for Certification Granted

1. International Association of Machinists and Aerospace Workers on behalf of a unit of service and maintenance employees at the Montreal, Toronto and Winnipeg International Airports, employed by Bristol Aviation Services, a Division of Bristol Aero-Industries Limited (L.G., July, p. 373).

2. Building Service Employees' International Union, Local 308, on behalf of two units of employees of Atomic Energy of Canada Limited employed at its Whiteshell Nuclear Research Establishment, Pinawa, Man. The Board directed that one unit comprise protective services employees and the second unit comprise certain maintenance, health and safety employees (L.G., Sept., p. 521).

3. Mayo District Mine, Mill and Smelter Workers' Union, Local 924 of the International Union of Mine, Mill and Smelter Workers (Canada), on behalf of a unit of employees of New Imperial Mines Ltd. employed in the Whitehorse area of the Yukon Territory (L.G., Aug., p. 457).

4. Canadian Brotherhood of Railway, Transport and General Workers on behalf of a unit of employees employed by Hendrie and Company Limited, Toronto, Ont. (L.G., Aug., p. 457).

5. *Syndicat général du cinéma et de la télévision* (CSN) on behalf of a unit of building service employees of the Canadian Broadcasting Corporation employed at Montreal, Que. (L.G., Oct., p. 589). The Building Service Employees' Union, Local 298, had intervened.

## Applications for Certification Rejected

1. Canadian Union of Public Em-

ployees, applicant, Oblate Fathers' Residential School, Indian Reserve No. 1, Fort Frances, Ont., respondent (L.G., Aug., p. 457). The application was rejected for the reason that the Board is of opinion that the Oblate Fathers operate and manage the Fort Frances Indian School as agent for the Minister of Northern Affairs and National Resources and that consequently the employees employed therein are employees of Her Majesty in right of Canada and therefore, in accordance with Section 55 of the Industrial Relations and Disputes Investigation Act, the provisions of Part I of the said Act do not apply.

2. Labourers' International Union of North America, Local 1113, applicant; and Henderson Lumber Company Limited, Mulgrave, N.S., respondent (L.G., Sept., p. 521). The Board of Trade, Mulgrave, N.S., the Canadian Brotherhood of Railway, Transport and General Workers, and the Town of Mulgrave, N.S., had intervened. The application was rejected for the reason that the applicant has not satisfied the Board that the unit proposed is appropriate for collective bargaining.

3. Labourers' International Union of North America, Local 1113, applicant; and Rudolf van der Walde (Canada) Ltd., Mulgrave, N.S., respondent (L.G., Sept., p. 521). The Board of Trade, Mulgrave, N.S., the Canadian Brotherhood of Railway, Transport and General Workers, and the Town of Mulgrave, N.S., had intervened. The application was rejected for the reason that the applicant has not satisfied the Board that the unit proposed is appropriate for collective bargaining.

4. Labourers' International Union of North America, Local 1113, applicant; and Williams & Simpson, Mulgrave, N.S., respondent (L.G., Sept., p. 521). The

This section covers proceedings under the Industrial Relations and Disputes Investigation Act, involving the administrative services of the Minister of Labour, the Canada Labour Relations Board, and the Industrial Relations Branch of the Department.

Board of Trade, Mulgrave, N.S., the Canadian Brotherhood of Railway, Transport and General Workers, and the Town of Mulgrave, N.S., had intervened. The application was rejected for the reason that the applicant has not satisfied the Board that the unit proposed is appropriate for collective bargaining.

## Representation Votes Ordered

1. Lakehead Harbour Police Association, applicant, Lakehead Harbour Commission, Port Arthur, Ont., respondent, and Canadian Union of Public Employees, intervener (L.G., Aug., p. 457). The Board directed that the names of the applicant and the intervener appear on the ballot (Returning Officer: A. E. Koppel).

2. National Association of Broadcast Employees and Technicians, applicant, Sunwapta Broadcasting Limited, Edmonton, Alta., respondent, and CFRN Radio and Television Employees' Association, intervener (L.G., Aug., p. 457). The Board directed that the names of the applicant and the intervener appear on the ballot (Returning Officer: J. D. Meredith).

## Applications for Certification Received

1. Syndicat National des Employés du Canadian National (CSN) on behalf of a unit of employees at the Pointe St. Charles Shops of the Canadian National Railway Company, Montreal, Que. (Investigating Officer: R. L. Fournier).

2. Seafarers' International Union of Canada on behalf of a unit of unlicensed personnel employed by Navigation Voyageur Inc., Montreal, Que. (Investigating Officer: R. L. Fournier).

3. Seafarers' International Union of Canada on behalf of a unit of unlicensed personnel employed by St. Maurice Dredging (1966) Ltd., Notre-Dame de Pierreville, Que. (Investigating Officer: R. L. Fournier).

4. International Union of Operating Engineers, Local 115, on behalf of a unit of employees of Dawson Construction (Northern) Limited, Whitehorse, Y.T. (Investigating Officer: J. D. Meredith).

5. Canadian Marine Officers' Union on



behalf of a unit of marine engineers employed by Branch Lines Limited, Sorel, Que. (Investigating Officer: R. L. Fournier).

6. Canadian Merchant Service Guild on behalf of a unit of marine engineers employed by Alaska Cruise Lines Limited, Vancouver, B.C. (Investigating Officer: J. D. Meredith).

7. Canadian Merchant Service Guild on behalf of a unit of marine engineers employed by Canadian National Railways in its Canadian National Barge & Ferry Service, Vancouver, B.C. (Investigating Officer: J. D. Meredith).

8. Canadian Merchant Service Guild on behalf of a unit of marine engineers employed aboard the S.S. *Prince George* by the Canadian National Steamship Co.

Ltd., Vancouver, B.C. (Investigating Officer: J. D. Meredith).

9. Canadian Merchant Service Guild on behalf of a unit of marine engineers employed by the Canadian Pacific Railway Company, Vancouver, B.C. in its B.C. Lakes and River Services—Okanagan Lake (Investigating Officer: J. D. Meredith).

10. United Electrical, Radio and Machine Workers of America (UE) on behalf of a unit of employees of Western Cablevision Limited, New Westminster, B.C. (Investigating Officer: J. D. Meredith).

11. Brotherhood of Locomotive Engineers on behalf of a unit of locomotive helpers and hostlers employed by the National Harbours Board in its Montreal

Railway Traffic Dept. (Investigating Officer: R. L. Fournier).

12. A. A. Murphy & Sons Ltd. Employees' Association on behalf of a unit of employees of A. A. Murphy & Sons Limited, Saskatoon, Sask. employed in stations CFQC-TV and CFQC radio (Investigating Officer: A. E. Koppel).

13. Canadian Transportation Workers' Union No. 196, N.C.C.L., on behalf of a unit of employees of Finch & Sons Transport Limited, Montreal, Que. (Investigating Officer: R. L. Fournier).

14. Seafarers' International Union of Canada on behalf of a unit of unlicensed employees of Young Life of Canada, Vancouver, B.C., employed aboard the company's vessel M.V. *Malibu Princess* (Investigating Officer: J. D. Meredith).

#### Scope and Administration of Industrial Relations and Disputes Investigation Act

Conciliation services under the Industrial Relations and Disputes Investigation Act are provided by the Minister of Labour through the Industrial Relations Branch. The branch also acts as the administrative arm of the Canada Labour Relations Board in matters under the Act involving the board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944 and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certificates given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for controlling applications for consent to prosecute.

The Canada Labour Relations Board is

established under the Act as successor to the Wartime Labour Relations Board to administer provisions concerning the certification of bargaining agents; the writing of provisions—for incorporation into collective agreements—that fix a procedure for the final settlement of disputes concerning the meaning or violation of such agreements; and the investigation of complaints referred to it by the Minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported here under two headings: (1) Certification and Other Proceedings Before the Canada Labour Relations Board and (2) Conciliation and Other Proceedings Before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax and St. John's, Newfoundland. The territory of four officers resident in Vancouver comprises British Columbia, Alberta and the Yukon and Northwest Territories; two officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and Northwestern Ontario; four officers resident in Toronto confine their activities to Ontario; five officers in Montreal are assigned to the province of Quebec, and a total of three officers resident in Fredericton, Halifax and St. John's represent the Department in the Maritime Provinces and Newfoundland. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.

#### Applications for Certification Withdrawn

1. *Syndicat général du cinéma et de la télévision (CSN)*, applicant, and Canadian Broadcasting Corporation, Ottawa, Ont., respondent (L.G., May, p. 237).

2. International Association of Machinists and Aerospace Workers, applicant, and TransAir Limited, St. James, Man., respondent (L.G., Sept., p. 521).

3. Seafarers' International Union of Canada, applicant, and Sam Vezina Regd. "Boatman", Sillery, Que., respondent (L.G., Oct., p. 589).

#### Requests for Review under Section 61(2)

1. The Board denied a request by the International Association of Machinists and Aerospace Workers for a review of the Board's decision in its certification order on December 10, 1959, which certified the International Association of Machinists as the bargaining agent for a unit of traffic, maintenance and operations employees of Quebecair Inc., Rimouski, Que. (L.G., 1960, p. 168). The Board denied the request as it considered that employees classified by the company as base managers are not appropriate for inclusion in the bargaining unit in the light of evidence with respect to their confidential and management functions.

2. The Board received a request from Transport Drivers, Warehousemen and Helpers' Union, Local 106, General Truck Drivers' Union, Local 879; and General Truck Drivers' Union, Local 938 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, for review of the Board's decision of June 2, 1966, rejecting an application for certification made by the said Teamsters' Locals in respect of a unit of employees of Overnite Express Limited, Hull, Que., and in which the Canadian Transportation Workers' Union 192, N.C.C.L., had intervened (L.G., Aug., p. 456).

# Conciliation and Other Proceedings

## Before the Minister of Labour

During August, the Minister of Labour appointed conciliation officers to deal with the following disputes:

1. Dunlop Transport Limited, Petrolia, Ont., and Local 880 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: T. B. McRae).

2. Alaska Cruise Lines, Ltd., Vancouver, B.C., and Canadian Merchant Service Guild, Inc. and Local 425 of the Canadian Brotherhood of Railway, Transport and General Workers (Conciliation Officer: D. S. Tysoe).

3. Dominion Auto Carriers, Ltd., Vancouver Terminal, B.C., and Local 351 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: J. D. Meredith).

4. Consolidated Aviation Fueling and Services Limited, Montreal, and Lodge 869 of the International Association of Machinists and Aerospace Workers (Conciliation Officer: C. E. Poirier).

5. Monarch Transport Ltd., Edmonton, Alta., and Retail Clerks' International Association, Local 401 (Conciliation Officer: J. D. Meredith).

### Settlements by Conciliation Officers

1. Eastern Provincial Airways (1963) Ltd., Gander, Nfld., and International Association of Machinists and Aerospace Workers, Lodge 1763 (Conciliation Officer: W. J. Gillies) (L.G., Oct., p. 591).

2. Air Canada, and Canadian Air Line Pilots' Association (Conciliation Officer: C. E. Poirier) (L.G., Sept., p. 522).

3. Norton Motor Lines Ltd., Stoney Creek, Ont., and Local 979 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: Sydney Emmerson) (L.G., May, p. 238).

### Conciliation Boards Appointed

1. Transcanada Communications Limited (Station CKCK-TV) Regina, Sask., and National Association of Broadcast Employees and Technicians (L.G., Sept., p. 522).

2. Canadian Pacific Air Lines, Limited, Vancouver Airport, B.C., and Canadian Air Line Pilots' Association (L.G., Sept., p. 522).

3. Canadian Broadcasting Corporation, and The Canadian Wire Service Guild, Local 213 of the American Newspaper Guild (L.G., Sept., p. 522).

### Conciliation Boards fully Constituted

1. The Board of Conciliation and Investigation established in June to deal with a dispute between The Bell Telephone Company of Canada, Directory Sales Department, Eastern Region, Montreal, and Local 57 of the Office and Professional Employees' International Union (Bell Unit) (L.G., Sept., p. 523) was fully constituted in August with the appointment of G. D. Laviolette of Montreal, as Chairman. Mr. Laviolette was appointed by the Minister in the absence of a joint recommendation from the other two members of the Board, Jean Massicotte, Q.C. and James Wolfgang, both of Montreal, who were previously appointed on the nomination of the company and union, respectively.

2. The Board of Conciliation and Investigation established in July to deal with a dispute between United Press International of Canada, Ltd., and The Canadian Wire Service Guild, Local 213 of the American Newspaper Guild (L.G., Oct., p. 591) was fully constituted in August with the appointment of R. G. Geddes of Toronto, as Chairman. Mr. Geddes was appointed by the Minister on the joint recommendation of the other two members of the Board, H. McD. Sparks of Montreal and Christopher Crombie of Toronto, who were previously appointed on the nomination of the company and union, respectively.

3. The Board of Conciliation and Investigation established in August to deal with a dispute between Transcanada Communications Limited (Station CKCK-TV) Regina, Sask., and National Association of Broadcast Employees and Technicians (see above) was fully constituted in August with the appointment of His Honour Judge J. J. Flynn of Moose Jaw, as Chairman. Judge Flynn was appointed by the Minister on the joint recommendation of the other two members of the Board, D. K. MacPherson and J. D. Kimmerly, both of Regina, who were previously appointed on the nomina-

tion of the company and union, respectively.

4. The Board of Conciliation and Investigation established in August to deal with a dispute between Canadian Pacific Air Lines, Limited, Vancouver Airport, B.C., and Canadian Air Lines Pilots' Association (see above) was fully constituted in August with the appointment of Dr. Noel A. Hall of Vancouver, as Chairman. Dr. Hall was appointed by the Minister in the absence of a joint recommendation from the other two members of the Board, J. G. Alley of Vancouver and R. W. McRae of Toronto, who were previously appointed on the nomination of the company and union, respectively.

### Board Reports Received

1. TransAir Limited, St. James, Man., and Lodge 2223 of the International Association of Machinists and Aerospace Workers (L.G., Oct., p. 591).

2. British Overseas Corporation, Montreal, and International Union, United Automobile, Aerospace and Agricultural Implement Workers of America (UAW) (L.G., Aug., p. 458).

3. Canadian Pacific Railway Company, and Brotherhood of Railroad Trainmen (L.G., Sept., p. 524).

4. Canadian National Railways, and Brotherhood of Railroad Trainmen (L.G., Sept., p. 523).

5. Canadian National Railways; Northern Alberta Railways Company; Toronto Terminals Railway Company; The Shawinigan Falls Terminal Railway Co., and Canadian Brotherhood of Railway, Transport and General Workers (L.G., June, p. 309).

6. H. W. Bacon Limited, Toronto, Ont., and Local 419 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (L.G., Aug., p. 458).

7. Taggart Service Limited, Ottawa, Ont., and Locals 91, 938 and 106 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (L.G., Aug., p. 458).

### Settlements After Board Procedure

1. TransAir Limited, St. James, Man.,  
*Continued on page 662*



# Legal Decisions Affecting Labour

Quebec Court of Queen's Bench upholds constitutional validity of the Maritime Transportation Unions Trustees Act

British Columbia Supreme Court (in chambers) rules that in *certiorari* proceedings introduction of new evidence is not permitted

On July 5, 1966 the Quebec Court of Queen's Bench (Appeal Side) dismissed an appeal from a judgment of the Superior Court, District of Montreal, dated May 13, 1964 (L.G., Nov. 1964, p. 998) and upheld the Superior Court's decision refusing a petition for injunction against the Board of Trustees of the Maritime Transportation Unions, and declaring the Maritime Transportation Unions Trustees Act *intra vires* the Parliament of Canada.

## Summary of Facts

On October 18, 1963, the Parliament of Canada enacted the Maritime Transportation Unions Trustees Act (sometimes referred to as the "Trustees Act") by which the management and control of a number of maritime transportation unions, including the Seafarers' International Union of Canada, were vested in a Board of Trustees to be appointed under that Act. This Act came into force upon Proclamation of the Governor-General in Council on October 23, 1963, and on the same day, the Governor-General in Council named Mr. Justice Victor L. Dryer, Judge René Lippé and Mr. Charles H. Millard as trustees.

D. R. Swait, Secretary-Treasurer of the Seafarers' International Union of Canada, petitioned the Superior Court to enjoin and prohibit the trustees from doing anything under the said Act that would interfere with the Seafarers' Union, its officers and employees, in the execution of their duties of office. He petitioned also that the trustees Act be declared unconstitutional and *ultra vires* the Parliament of Canada. In dismissing the petition, Mr. Justice Ouimet of the Superior Court, came to the following conclusions (among others):

Considering that the Norris Report shows that there existed, at the time of

the passing of the Act, an unquestionable emergency situation affecting the shipping industry in Canada, with a consequent threat to the economy and the international relations of the Country and to peace, order and good government all across the St. Lawrence Seaway and throughout relevant Canadian Ports;

considering that the Act 12 Elizabeth II, chapter 17, [Trustees Act], assented to on October 18th, 1963, and put into effect on the 23rd October, 1963, by proclamation of the Governor in Council, is *intra vires* the powers of the Canadian (or so-called Dominion) Parliament, and does not infringe the provisions of the Act for the Recognition and Protection of Human Rights and fundamental freedoms, 8-9 Elizabeth II, chapter 44, nor of any international instrument adhered to in pursuance of the principles therein recited;

considering that the Petitioner's Petition is ill-founded and should be dismissed.

The judgment of the Superior Court was appealed by D. R. Swait.

## Grounds of Appeal

Appellant's grounds of appeal were set out as follows:

1. The pith and substance of the Trustees Act is *ultra vires* the Parliament of Canada because the subject matter is one of property and civil rights which falls exclusively under Provincial jurisdiction.
2. Even if the subject matter falls under federal jurisdiction, the Trustees Act contravenes and infringes the Cana-

dian Bill of Rights and is, therefore, inoperable.

3. In any event, freedom of association and assembly is an entrenched right which can be abrogated by neither the Parliament of Canada nor the legislations of the Provinces.
4. The Trustees Act contravenes international obligations assumed by Canada and, therefore, no effect can be given to it.

## Trustees Act *intra vires*

The Court of Queen's Bench dismissed the appeal for the following reasons:

Mr. Justice Owen held that the Act is *intra vires* the Parliament of Canada, as falling within the head Navigation and Shipping, Section 91, subsection 10 of the BNA Act. Having decided so, Mr. Justice Owen held further that it was not necessary for him to consider whether the Act could also be justified under the head of Peace, Order and Good Government, nor to consider the extent to which the Norris Report was admissible as evidence in this connection.

Mr. Justice Hyde noted that the union had negotiated several contracts with employers within the Province of Quebec and, taken by themselves, it might be argued that the rights of the parties there-to fell under provincial jurisdiction as property and civil rights (s. 92 (13) of the BNA Act). On the other hand, the federal Parliament has exclusive jurisdiction over "Navigation and Shipping" (S. 91 (10) of the BNA Act).

In Mr. Justice Hyde's view, there is no doubt that the Trustees Act has to do with navigation and shipping and, as in the "Stevedores" case\*, it seems clear that

\*In *Re Validity and Applicability of the Industrial Relations and Disputes Investigation Act* (1955) S.C.R. 529 (L.G. 1955, p. 952).

the labour organization which negotiates on behalf of navigation and shipping employees is essentially connected with that particular field. As Mr. Justice Taschereau said, on page 541 in "Stevedores" case,

Generally, I think that the Industrial Relations and Disputes Investigation Act may be justified by head 10 of s. 91 of the British North America Act, which gives to the Parliament of Canada exclusive jurisdiction on *Navigation and Shipping*.

Regulation of employment of stevedores is, I believe, an essential part of navigation and shipping, and is essentially connected with the carrying on of the transportation by ship. Even if incidentally the law may affect provincial rights, it is nevertheless valid if it is, as I think, in relation to a subject within the federal legislative power under s. 91.

Regarding the argument as to the admissibility of the report of the Industrial Inquiry Commission on the Disruption of Shipping, commonly known as the Norris Report, which is referred to in the preamble of the Trustees Act, Mr. Justice Hyde held that, having decided the statute in question comes under Navigation and Shipping, it was not necessary to consider the matter of peace, order and good government. However, he observed that the terms of paragraph 1 of Section 7 of the Trustees Act—

The management and control of the maritime transportation unions is hereby vested in the Trustees who shall, in accordance with this Act, manage and control each of the maritime unions and do all things necessary or advisable for the return of the management and control of each of the maritime unions to duly elected and responsible officers of such unions at the earliest date consistent with the national and public interests of Canada.

—made it almost essential that reference to the preamble of the Norris Report be made in the Act.

Mr. Justice Rinfret held that the Trustees Act deals with a matter reserved to the exclusive jurisdiction of the federal Parliament under the provisions of section 91 (10)—Navigation and Shipping—of the BNA Act, and also under the general clause to make laws for the peace, order, and good government of Canada.

Regarding the latter powers, Mr. Justice Rinfret stated that there was no need to make reference to the Norris Report; it was sufficient to state, in the preamble of the Act, the reason for which Parliament considered it necessary to enact the statute in question. This was done by the

following statement contained in the preamble of the Act:

Whereas . . . it was indicated that within the shipping industry in Canada an emergency situation has developed that endangers navigation and shipping on the St. Lawrence Seaway, with a consequent threat to the economy of Canada, the international relations of Canada, and peace, order and good government . . .

Mr. Justice Brossard held that the Trustees Act and the Norris Report, which the federal Parliament adopted, and on which Parliament based its affirmation of the existence of the state of emergency, established, *prima facie*, the existence of a state of emergency "going beyond local or provincial concern or interests" which should "from its inherent nature be the concern of the Dominion as a whole" (*A.G. for Ontario and Canada Temperance Federation*, 1946 A.C. 193, at page 205, Lord Haldane).

Further, Mr. Justice Brossard added that in the absence of any proof to the contrary, of the statute attacked by the appellant is within the emergency powers of the federal government for the protection of peace, order, and good government of Canada pursuant to the above quoted decision and that of *Fort Frances Pulp and Paper Company Limited & Manitoba Free Press Company Limited et al.* (1923 A.C. 695).

#### Trustees Act and Bill of Rights

The Court rejected the submission that the Trustees Act violated the Canadian Bill of Rights.

Mr. Justice Owen saw no conflict between the provisions of the Trustees Act and any of the rights or freedoms enumerated in the Canadian Bill of Rights. Also he was of the opinion that the Trustees Act does not infringe upon, nor abrogate in any way, the freedom of association of the appellant.

In his reasons for judgment, Mr. Justice Hyde noted the appellant argued that the Trustees Act abrogates, abridges or infringes the freedom of assembly and association protected by Section I, paragraph (e) of that Act, in that freedom of assembly and association is meaningless if the members of the union are deprived of control over their affairs. Mr. Justice Hyde held that by the terms of Section 7 of the Trustees Act, and in particular, paragraph I thereof, Parliament has sought to manage the Maritime Transportation Unions in the best interests of its members, consistent only "with the natural and public interests of Canada." Consequently, there was abrogation, abridgement or infringement of the rights of the members of the union.

In the opinion of Mr. Justice Brossard, far from violating the provisions of the Canadian Bill of Rights, or the principles of international law in the field of freedom of association, the Trustees Act was precisely enacted for the protection of democratic liberties that the Canadian Bill of Rights and the international law aim to uphold.

Mr. Justice Rinfret was in agreement with Mr. Justice Hyde and Mr. Justice Brossard that the Trustees Act does not encroach on the provisions of the Canadian Bill of Rights.

#### International Obligations

The Court rejected the contention that the Trustees Act violates international obligations assumed by Canada.

Mr. Justice Owen held that the appellant's contention—to the effect that, when there is a conflict between national law and a rule of international law, or between national law and an international obligation, the latter prevail—was unfounded in the case at bar.

Mr. Justice Hyde stated that, whatever may have been the case before the statute of Westminster (1931), the laws of Canada are supreme within the framework of the British North America Act; and that, if Parliament has clearly legislated on some matter within its jurisdiction, the validity of that legislation cannot be affected by external treaties.

In the view of Mr. Justice Brossard, the national sovereignty could not be subjected to a supra-national or international sovereignty except to the extent of consent given by the state when exercising its own sovereignty.

#### Appeal Dismissed

The Court of Queen's Bench dismissed the appeal and upheld the constitutional validity of the Trustees Act.

*Donald Ray Swait v. Board of Trustees of the Maritime Transportation Unions, et al.* Quebec Court of Queen's Bench (Appeal Side), July 5, 1966 (unreported).

#### British Columbia Supreme Court

On April 22, 1966, Mr. Justice Gregory of the British Columbia Supreme Court ruled (in chambers) that, on application for *certiorari* to quash an order of the labour relations board, an applicant will not normally be permitted to introduce new material which was not before the lower tribunal, particularly if he elected not to use the material, although he was in possession of it when the lower tribunal conducted its hearing.

#### Summary of Facts

Canadian Coachways Limited applied for a writ of *certiorari* to quash an order of the Canada Labour Relations Board



dated January 17, 1966, certifying Amalgamated Transit Union, Division 1374, as the bargaining agent for a unit of the company's employees comprising certain employees in the company's Canadian Coachways and Rupert Bus Lines Divisions in Alberta and British Columbia, and in the Yukon and North West Territories on the ground that the Board acted without jurisdiction, in that its order certified employees not employed upon, or in connection with the operation of any work, undertaking or business within the legislative authority of the Parliament of Canada.

#### New Evidence

It was conceded before the Court that the Board had jurisdiction to embark on its inquiry, that there was no irregularity in the conduct of its investigation or hearing, that there was no fraud, bias or denial of natural justice, and that the Board's order was regular on its face.

In order to show, however, that the Board exceeded its jurisdiction in certifying the union, and to justify the company's limited participation in the proceedings before the Board, and its ultimate complete withdrawal (by letter of December 1, 1965) from intervention in the union's application for certification, the company had filed, and asked the Court to consider the affidavit of its sales and public relations manager, C. A. Sprott, sworn February 3, 1966.

Much of the material contained in the affidavit was not submitted to the Board, although it was well known to the company during the entire time the Board was making its investigation, conducting its hearing and reaching its decision.

Apparently the company alleged that if this new material were considered along with that which actually was before the Board, it would be found that the Board did act in excess of its jurisdiction, in that employees engaged in part at least of the company's operations which were within the scope of the Board's order were engaged in local or intra-provincial, as opposed to inter-provincial undertakings.

#### Objection to Certiorari Overruled

The issue before the Court was to decide two preliminary objections to the application to quash the order of the Board.

The Canada Labour Relations Board submitted that the company, by reason of its conduct, had no status to bring a motion to quash the Board's order. Mr. Justice Gregory rejected this contention on the ground that he could think of no conduct as reprehensible as to deprive a party of the right to come before a superior court and ask for relief from the effect of an order affecting such party, and made by

an inferior tribunal whose jurisdiction to make the order was challenged.

#### New evidence not admissible

The second objection made by both the Board and the union was to the use of Mr. Sprott's affidavit. The Board's position was that the Court should make no use whatever of the affidavit. The union's position was that the Court should make no use of it in so far as it put before the Court matters which the company elected not to put before the Board; but that in so far as the affidavit set out matters which were before the Board, the Court could use it to supplement material returned by the Board to show what was before it.

In so far as the affidavit dealt with matters which were before the Board, Mr. Justice Gregory saw no objection to its use. Accordingly he ruled admissible, and to be considered by the Court on the motion for a writ of *certiorari*, parts of the affidavit, including the exhibits that related to matters which were before the Board.

Regarding the admissibility of the new material set out in the affidavit, the Board's and the union's objection to the introduction of new material was that the task before the Court was to review the Board's finding, not try the issues *de novo*, and that the company, having with full knowledge of the Board's proceedings elected to take no part in them, could not in *certiorari* proceedings introduce in evidence matters of which it was aware while the proceedings were going before the Board.

The company argued that it was entitled to assume, until the Board's order was made indicating otherwise, that the Board would not act outside its jurisdiction. The company added that the lack of jurisdiction to make the order was so much to be condemned that the company was not disentitled to bring forward the new material even though, with knowledge of what was going to occur, it went so far as to allow the Board to consider an earlier representation, made by the company to the Labour Relations Board of British Columbia, that the matter before the Canada Labour Relations Board was within its sole jurisdiction.

In the opinion of Mr. Justice Gregory, it would be a monstrous thing if the company were allowed to submit to the Court material it elected not to bring before the Board, even though the matter was so fundamental as one going to the Board's jurisdiction to make its order.

Further, Mr. Justice Gregory added, the company may have been in error in asserting before the (B.C.) Labour Relations Board that the matter was within federal jurisdiction; it may even have been excused for its error on the ground that its assertion was made without legal advice.

But the fact remains that, when it elected to allow its prior assertion to go before the Canada Labour Relations Board without a word to indicate that it had changed its position and elected to withdraw from participation in the proceedings before that Board, it was acting with legal advice. It was a decision of tactics that failed, and the company must abide the consequences.

Mr. Justice Gregory ruled to reject and not consider the new material on the ground that, even if he could admit it (which he doubted), the company's conduct had been such as to disentitle it to the favourable exercise of judge's discretion.

*Canadian Coachways Limited v. Canada Labour Relations Board, Attorney-General for Canada, Attorney-General for British Columbia and Amalgamated Transit Union, Division 1374, (1966) 56 W.W.R., Part 9, p. 324.*

#### Conciliation

*Continued from Page 659*

and Lodge 2223 of the International Association of Machinists and Aerospace Workers (see p. 659).

2. British Overseas Corporation, Montreal, and International Union, United Automobile, Aerospace and Agricultural Implement Workers of America (UAW) (see p. 659).

3. H. W. Bacon Limited, Toronto, Ont., and Local 419 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (see p. 659).

4. Robin Hood Flour Mills Limited, Humberstone, Ont., and United Packinghouse, Food and Allied Workers, District 8 (L.G., Oct., p. 591).

#### Strike Action After Board Procedure

1. Major Canadian Railways and the 55,000 non-operating employee union group (L.G., Oct., p. 591).

2. Major Canadian Railways and the 28,000 shopcraft employee union group (L.G., Oct., p. 591).

3. Canadian National Railways; Northern Alberta Railways Company; Toronto Terminals Railway Company; The Shawinigan Falls Terminal Railway Co., and Canadian Brotherhood of Railway, Transport and General Workers (see p. 659).

4. Canadian Pacific Railway Company, and Brotherhood of Railroad Trainmen (see p. 659).

5. Canadian National Railways, and Brotherhood of Railroad Trainmen (see p. 659).

6. Taggart Service Limited, Ottawa, Ont., and Locals 91, 938 and 106 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (see p. 659).

# Recent Regulations under Provincial Legislation

Quebec raises minimum rates for employees of municipal and school corporations

Alberta issues apprenticeship regulations for the roofer, painter and decorator trades

In Quebec, a new minimum wage order for employees of municipal and school corporations set a general minimum of \$1 an hour.

In Alberta, apprenticeship rules were issued for the trades of roofer and painter and decorator. The general holiday order was amended.

In Ontario, the regulations under the Apprenticeship and Tradesmen's Qualification Act governing the plumbing trade were amended.

## ALBERTA

### Alberta Labour Act

The general holiday order requiring employers in Alberta to give employees five paid holidays a year was amended by Alta. Reg. 217/66 gazetted July 15.

One amendment exempted the following classes of salesmen from the holiday provisions: automobile, truck and bus; mobile home; farm machinery; and heavy-duty construction and road construction equipment.

Another new provision is designed to discourage employers from requiring employees to make up the time not worked on a general holiday. If an employee is not required to work on a general holiday, he must not be asked to work on another day of that week which would ordinarily be a day of rest unless he is paid his normal wages for such work in addition to all other wages due him.

This section dealing with pay for work on a general holiday was clarified. It provides that, if an employee is required to work on a general holiday, he must receive his regular pay for the day and, in addition, wages at his normal rate for all time worked, or he must be given a holiday with pay at some other time, not later than his next annual vacation or on termination of employment, whichever occurs first.

### Apprenticeship Act

In Alberta, the Provincial Apprenticeship Board issued its first regulations for

the trade of roofer, which was declared an apprenticeable trade in September 1965. New apprenticeship rules were also issued for the trade of painter and decorator, replacing regulations made in 1959 for paper-hangers, painters and decorators.

The minimum age for apprentices in the two trades is 16 years. No upper age limit is set for apprentice roofers. In the painting and decorating trade, apprentices must be not more than 21 years of age; but, if recommended by the local advisory committee, older applicants may be accepted.

The minimum education requirement in both trades is Grade 9 or its equivalent. As in other trades, persons with less education may be accepted if they are recommended by a local advisory committee and pass the prescribed examinations.

In the roofing trade, the term of apprenticeship consists of three periods of 12 months each, with a minimum of 1,600 hours of employment in each period, including time spent attending prescribed technical courses. In the painting and decorating trade, the term of apprenticeship now consists of four periods of 12 months each, with at least 1,800 hours in each period.

The ratio of apprentices to journeymen is one to one in the roofing trade. In the painting and decorating trade, it now is one to three instead of one to four.

Apprentice roofers must be paid at least 65 per cent of the prevailing journeyman's rate during the first period, 75 per cent the second and 90 per cent the third. The minimum starting rate for apprentices in the painting and decorating trade is now 55 per cent of the journeyman's rate, increasing to 65 per cent in the second period, 75 per cent in the third, and 90 per cent in the fourth. An apprentice in either trade must not, however, receive less than the wage set in any applicable minimum wage order.

The new regulations were gazetted as

Alta. Reg. 257/66 and 258/66 on August 15.

### Tradesmen's Qualification Act

An amendment to the regulations under the Alberta Tradesmen's Qualification Act provides that persons who are wards of the Crown or who have received training in a designated trade while an inmate in a correctional institution are no longer required to pay any fees when applying for a certificate of proficiency.

The new regulation was gazetted as Alta. Reg. 231/66 on July 30.

## ONTARIO

### Apprenticeship and Tradesmen's Qualification Act, 1964

Regulations for the plumbing trade have been amended with respect to coverage and ratio of apprentices to journeymen.

The definition of plumber has been amended to exclude employees who do repair and maintenance work in an operating industrial plant, and persons engaged in the laying of metallic or non-metallic pipe into trenches to form sanitary or storm sewers, drains or water mains.

The ratio of apprentices to journeymen is now one to three instead of one to five.

The new provisions were gazetted on August 6 as O. Reg. 224/66.

## QUEBEC

### Minimum Wage Act

The Quebec Minimum Wage Commission has revised its minimum wage order for municipal and school corporations, increasing the general minimum from 90 cents to \$1 an hour. This rate applies to all employees except those for whom special rates have been set. The new order (No. 11, 1966) governs all employees of municipal and school corporations to whom the Minimum Wage Act applies. It was gazetted on July 30, went into effect on the date of publication, and is to remain in force until July 1, 1967.



The order has again fixed special minimums for certain other categories of employees such as watchmen, secretaries and teachers. A new feature is that a special rate, \$1.50 an hour, has been set for foremen and qualified tradesmen.

A minimum rate of 80 cents an hour is set for students and messengers under 18 years of age. Under the previous order, the minimum rate for students and messengers was 70 cents, but it was not restricted to employees under 18.

Watchmen who are provided with free lodgings must be paid at least \$40 a week.

A minimum monthly wage of \$400 is now set for full-time secretaries employed by municipal or school corporations.

Instead of a single monthly minimum wage of \$100 for secretaries of county municipalities, the new order fixes rates for these employees according to the number of municipalities in a county. Minimums range from \$50 a month to \$110 a month.

Rates for secretaries of municipal and school corporations whose hours of work are unverifiable are again based on the number of property owners. They now range from \$65 a month for a corporation with fewer than 100 property owners to \$310 a month for a corporation with 800 or more.

Minimum rates for attendance officers are, as before, based on the number of children attending school in the district. The minimum payable in a district with 100 pupils or less remains at \$10 a month, increasing by \$5 a month for each additional 100 pupils up to a yearly wage of \$2,500 (previously \$2,000).

The minimum rate for teachers has been raised from \$150 to \$200 a month. As previously, teachers must be paid at least \$5 a month for any maintenance work they agree to do. If they are provided with lodgings, a school board is forbidden to charge them for rent, lighting, heating or cleaning equipment. If, however, they are covered by a collective agreement, a school board may rent lodgings to them, provided that this is not a condition of employment, and a lease is signed.

#### **Hours and Overtime**

Most of the rates referred to above are based on a regular work week of 48 hours, and time and one half the minimum must be paid for any additional hours worked in a week. Exceptions are: watchmen, security guards, teachers, attendance officers, secretary-treasurers, and employees whose hours of work are unverifiable. Such employees are not entitled to overtime.

The order continues to provide that the time during which an employee is required to be at the employer's disposal is to be

considered working time, and must be paid for accordingly. The three-hour call-in requirement, previously applicable to all employees except secretaries whose hours were not verifiable, attendance officers and cleaning and heating employees of municipal or school corporations has been dropped.

#### **General Provisions**

Changes were made in the provisions regarding records and statements. It is mandatory for employers to keep hours records showing the particulars specified, and to give employees an earnings statement every pay day.

Particulars regarding hours and overtime need not be shown on the pay statement or on the employer's records in the case of watchmen and other employees exempted from the overtime requirement. A similar exception is made for employees hired by the week, fortnight, month or year who receive the equivalent of \$60 a week.

The order makes it compulsory for municipal and school corporations to pay their employees by cash or by cheque at regular intervals not exceeding 16 days. No other method of payment may be adopted unless authorized by the Minimum Wage Commission.

#### **Winter Works Projects**

The section fixing special hours, wage and vacation provisions for employees working on winter works projects has been dropped.

### **SASKATCHEWAN**

#### **Apprenticeship and Tradesmen's Qualification Act**

The trade of glassworker was brought under the Saskatchewan Apprenticeship and Tradesmen's Qualification Act by a proclamation gazetted August 5.

Regulations published on July 29 (Sask. Reg. 195/66) provide that a glassworker must have worked at least 8,000 hours at the trade (including time credits for appropriate trade training) before he may obtain a certificate of journeyman's status in the glassworker trade.

#### **New Skills Needed**

*Continued from page 655*

programs, were older workers, although they comprised 8 per cent of those in the training-on-the-job program, and only 2.5 per cent of those on experimental and demonstration projects.

#### **More Studies Needed**

He reported that older trainees do reap benefits in the form of employment and

earnings, but that there was also a need for more studies of the benefits and costs of retraining older workers.

Researchers need both increased cost data and a large number of older trainees in order to present unemployed older workers with concrete evidence of the effectiveness of retraining.

Screening procedures for institutional programs must be amended so that not just the "cream of the unemployed" are retrained, said Mr. McKechnie. He added that training-on-the-job programs should be made more available to older workers. Unfortunately, selection procedures reflect employer attitudes in hiring at any given time. To overcome the problem, any program to retrain and hire older workers would have to receive community support and active job development—a costly and time-consuming job, albeit vitally necessary.

Concluded Mr. McKechnie: "The older worker will benefit from retraining. Retraining is a sound investment for all parties concerned. Thus the programs to retrain the unemployed must be expanded to include more older workers".

### **Commission to probe Ontario labour law**

The appointment of a royal commission to investigate Ontario labour law, including the use of court injunctions in labour disputes, was announced August 19, by Ontario Premier John Robarts.

Ivan C. Rand, retired justice of the Supreme Court of Canada, a recognized authority on labour legislation, will make up the one-man commission. Mr. Justice Rand was the originator of the Rand Formula (L.G. 1946, p. 123).

The commission will investigate the use of strikes, cessations of work, lockouts, picketing, demonstrations and boycotts, lawful or unlawful, in labour disputes. It will make it possible for the Government to review present procedures dealing with unresolved labour disputes after the usual processes of negotiation, conciliation and arbitration have failed.

According to Mr. Robarts, "A complete examination will be made of the use of the injunction in labour disputes and of the various legal procedures employed in obtaining injunctions from the courts."

Mr. Justice Rand's terms of reference, as set by the Government, will be to inquire into the means of enforcement of the rights, duties, obligations and liabilities of management and trade unions in relation to each other and to the public.

# July Placements Down 4.1 Per Cent From Total in July 1965

Placements during July by local Manpower Centres of the Department of Manpower and Immigration totalled 106,800, down 4.1 per cent from July 1965.

The regional and national distribution of July placements and the percentage changes from July 1965 were:

Atlantic	6,900	—14.7
Quebec	19,000	—14.2
Ontario	34,000	— 6.4
Prairie	22,000	— 5.9
Pacific	25,000	+16.0
CANADA	106,800*	— 4.1

A sharp increase in the hiring of casual agricultural workers accounted for most of the increase in the Pacific region. In the other four regions, placements were lower in most of the larger industry groups.

Regular placements (jobs expected to last more than 6 days), which totalled 63,300, were 12.6 per cent below the figure for July 1965. The ratio of such placements to total placements dropped from 65.1 per cent to 59.3 per cent.

The cumulative total of all placements during the first seven months of 1966 was 2.3 per cent below the same period in 1965.

The regional distribution of cumulative totals and percentage changes from 1965 were:

Atlantic	45,700	— 7.2
Quebec	156,700	—12.9
Ontario	222,700	— 2.9
Prairie	131,800	+ 3.2
Pacific	101,200	+15.8
CANADA	658,100	— 2.3

Placements of male workers decreased by 6.6 per cent from the total in July 1965.

The regional and national distribution of monthly and cumulative male place-

ments, and percentage changes from 1965 were:

	July 1966	Jan.-July 1966
Atlantic	4,000 —25.4	31,000 — 6.1
Quebec	13,600 —15.9	112,000 —14.2
Ontario	21,400 — 5.5	146,400 — 5.2
Prairie	15,300 — 8.3	93,900 + 4.1
Pacific	14,200 +13.6	66,700 +16.4
CANADA	68,500 — 6.6	450,100* — 3.8

Female placements increased slightly to 38,300 from 38,000 in July 1965.

The regional and national distribution of monthly and cumulative female placements, and the percentage changes from 1965 were:

	July 1966	Jan.-July 1966
Atlantic	3,000 + 5.8	14,700 — 3.9
Quebec	5,700 —10.0	45,600 — 5.4
Ontario	12,500 — 7.9	76,300 + 2.3
Prairie	6,200 + 0.4	37,900 + 1.1
Pacific	10,900 +19.4	34,500 +14.6
CANADA	38,300 + 0.7	208,900* + 1.7

Transfers-out (placements involving more than one area) totalled 4,300 in July, up from 3,900 in June. As a percentage of total placements, they increased to 4.1 per cent from 3.5 per cent in 1965.

The regional distribution of transfers-out, together with the cumulative total were:

	July 1966	Jan.-July 1966
Atlantic	400	2,200
Quebec	1,100	7,500
Ontario	1,200	7,600
Prairie	400	2,000
Pacific	1,200	6,800
CANADA	4,300	26,100

Employers notified the local Manpower Centres of 133,580 job vacancies in July, of which 85,147 were for male workers. Male vacancies decreased by 6.6 per cent from last year. Female vacancies decreased by 0.1 per cent.

## Wage Schedules Prepared in August

The Department of Labour prepared 301 wage schedules in August for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada, for works of construction, remodelling, repair or demolition, and certain services. In the same period, 278 contracts in these categories were awarded. In addition, 222 contracts that contained the General Fair Wages Clause were awarded by Central Mortgage and Housing Corporation and the Departments of Defence Production, Post Office, Public Works and Transport.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned, or to others who have a *bona fide* interest in the execution of the contract.

Contracts awarded in August for the manufacture of supplies and equipment were:

Department	No. of Contracts	Aggregate Amount
C.M.H.C.	1	\$ 7,000.00
Defence		
Production	138	2,428,031.00
Post Office	5	28,364.35

Also in August, the sum of \$7,599.73 was collected from eight contractors for wage arrears owing their employees as a result of the failure of the contractors, or their subcontractors, to apply the wage rates and other conditions of employment required by the schedule of labour conditions forming part of their contract. This amount is for distribution to the 91 workers concerned.



# Number of claimants increases more than 6 per cent over July 1965 figure

Claimants for unemployment insurance benefit numbered 196,000 on July 29, about 15,000 more than the 181,300 reported on June 30, and almost 12,000 higher than a year ago. The month-to-month rate of increase was shared equally by males and females, whereas the annual comparison indicates that most of the increase occurred among males.

Although males accounted for almost two thirds of those coming on claim in July, and still reporting at the month's end, they accounted for only slightly more than one half (53 per cent) of those on continuous claim—i.e., five weeks or longer. The preponderance of males among July claimants was due in part to the incidence of temporary layoffs, particularly among production employees in the automotive industry, and also to annual holiday shutdowns.

## Initial and Renewal Claims

A total of 87,100 initial and renewal claims were filed in local offices across Canada during July, compared to 68,400 in June, and 86,100 a year ago. Almost 95 per cent of the July claims represented new cases of recorded unemployment.

The following table presents data concerning the more important elements arising from the operation of the Unemployment Insurance Act.

**Summary Table**

Activity	July			Cumulative Data 1966	
	1966	June 1966	July 1965	January to July	12 months ending July
	(thousands)				
Insured population as at month-end.....	—	4,779	4,650	—	—
Initial and renewal claims filed:					
Total.....	87	68	86	901	1,553
Initial.....	59	49	60	687	1,166
Renewal.....	28	19	26	214	387
Claimants currently reporting to					
local offices.....	196	181	184	364*	309*
Beneficiaries (weekly average).....	144	141	118	312*	240*
Weeks compensated.....	577	619	496	9,015	11,878
Benefit paid.....	\$13,661	14,712	11,829	222,165	290,479
Average weekly benefit.....	\$ 23.68	23.78	23.83	24.64	24.45

\*Monthly average.

## Beneficiaries and Benefit Payments

The average weekly number of beneficiaries was estimated at 144,200 for July compared to 140,600 for June, and 118,200 a year ago. Benefit payments amounted to \$13.7 million in July, \$14.7 million in June, and \$11.8 million in July 1965. The average weekly payment was \$23.68 in July 1966, \$23.78 in June 1966, and \$23.83 in July 1965.

## Provincial Data

An increase of approximately 20,000 claimants recorded on July 29 over June 30 in Ontario was partially offset by declines in all other provinces except Prince Edward Island, which showed a small increase. The Ontario increase reflects the temporary layoffs and annual holiday shutdowns referred to above.

Although the higher claim load in July was concentrated in Ontario, sizable increases of 24 and 11 per cent were registered in Quebec and Newfoundland. Compared to the same period a year ago, there was virtually no change at the national level, because increases in Newfoundland, New Brunswick and Ontario were offset by fewer claims in each of the other provinces.

## Insurance Registrations And Other UIC Statistics

On July 31, insurance books or contribution cards had been issued to 4,677,779 employees who had made contributions to the Unemployment Insurance Fund since April 1.

On the same date, registered employers numbered 344,568, a decrease of 160 since June 30.

## Enforcement Statistics

During July, 8,069 investigations were conducted by enforcement officers across Canada. Of these, 5,911 were spot checks of claims to verify the fulfilment of statutory conditions, and 635 were miscellaneous investigations. The remaining 1,523 were investigations in connection with claimants suspected of making false statements to obtain benefits.

Prosecutions were begun in 230 cases, 93 against employers and 137 against claimants.\*

Punitive disqualifications as a result of false statements or misrepresentations by claimants numbered 570.\*

## Unemployment Insurance Fund

Revenue received by the Unemployment Insurance Fund in July totalled \$37,490,663.13, compared with \$33,224,965.79 in June and \$33,597,133.92 in July 1965.

Benefits paid in July totalled \$13,661,091.80, compared with \$14,674,856.77 in June and \$11,828,778.54 in July 1965.

The balance in the Fund on July 31 was \$178,948,280.82. On June 30 it was \$155,118,709.49, and on July 31, 1965, it was \$59,804,362.20.

A claimant's unemployment register is placed in the "live file" at the local office as soon as the claim is made. As a result, the count of claimants at any given time inevitably includes some whose claims are in process. Claimants should not be interpreted either as "total number of beneficiaries" or "total job applicants."

\*These do not necessarily relate to the investigation conducted during this period.

# Decisions of the Umpire

## Under the Unemployment Insurance Act

### CUB 2577

This is a representative appeal, and this decision will apply to the claimant and to the other 25 members of Local 3789, United Steelworkers of America listed by the union. This local represents all employees of the Hill Street plant of Beatty Bros. Ltd., Fergus, Ont., with the exception of office staff, foremen and those above the rank of foremen. Most of the office staff belonged to a separate union. The employer's total work force consisted of approximately 677 plant production workers, 74 union office and technical workers and 68 non-union managerial, supervisory and office workers.

On June 24, 1965, contract negotiations between union and management broke down, and commencing at 12:01 a.m. on June 25, 1965, all hourly-rated plant workers except two, and all union office employees except one went out on strike or failed to report to work. The 68 non-union managerial, supervisory and office workers remained at work.

A settlement was reached on July 18, 1965, and the plant resumed operations the following day. The employer reported that the employees returned to work gradually, in the following week.

The claimant was a spray painter, employed in the Lovell wringer department of the plant. On July 21, 1965, he made a renewal application for benefit on which he reported he was last employed by Beatty Bros. Ltd., on June 25, 1965. His reason for separation was shown as follows:

Plant went on strike 25 June, 1965 at midnight. Strike was settled July 18, 1965 at 2:00 p.m. I wasn't on the picket line. I worked in the union hall in the kitchen while the strike was on. I am now available for work.

On the "Confirmation of Separation," dated July 26, 1965, the employer stated only that the claimant had returned to work at 7:30 a.m. on Monday, July 25, 1965.

On July 28, 1965, the employer, in replying to a local office query, attached a schedule showing the number of employees that returned to work each day since July 19, 1965, and stated that "The total number of employees at Beatty Bros. is 640. Therefore, you will note that 85

per cent of the employees have returned to work today . . ."

The schedule of the employees at work in the week following the strike was:

July 19 — 202  
July 20 — 260  
July 21 — 290  
July 22 — 325  
July 23 — 450  
July 26 — 490  
July 27 — 530  
July 28 — 560

On August 6, 1965, the insurance officer notified the claimant that he was disqualified and benefit suspended from July 18, 1965 to July 27, 1965, inclusive, pursuant to the provisions of section 63 of the Act.

On August 17, 1965, the claimant's union appealed this decision to the board of referees. The notice of appeal reads:

The United Steelworkers of America wish to appeal the insurance officer's decision in the above case and to have the appeal apply to any or all of our members at Beatty Bros., Fergus.

Section 63(a) of the Act, in our opinion, is quite clear and specific.

The stoppage of work ceased on July 18, 1965, with a return to work on July 19, 1965, of all employees for whom the company had employment.

All members of our union who were willing and able to return to work and received no recall notice were in a lay-off position.

We realize that decisions have been made where a strike has been lost and the employer has managed to continue production and a percentage formula (established by the Umpire) has been achieved, that strikers can then collect benefit.

This case is in no way similar, as in our case the work stoppage ended. Agreement was reached and the workers who did not return immediately were in a lay-off position through no fault of their own.

It is our contention that no other interpretation of 63(a) is possible and we would request payment to any of our members who may be involved.

On November 2, 1965, in response to a request from the regional claims officer, the employer wrote:

. . . Although most departments resumed production shortly after the cessation of the strike, July 18, our Lovell

Wringer Department was on very limited production. It was necessary that wringers be built up before they could be spray painted and as a result, [the claimant] was not required until the time that he did report to work. The company, prior to the strike, sensing that there would be labor difficulties, produced higher inventories than normal, particularly in the Lovell Wringer Section, as we supply other appliance manufacturers with this type of wringer. It was because of this higher inventory that this particular department was slower in resuming full production . . .

In his submission to the board of referees, the insurance officer gave the following reasons for disqualifying the claimant:

. . . (b) In CUB 827 the Umpire stated:

1. That, regardless of the date of the settlement of a labour dispute, the stoppage of work which has resulted therefrom does not cease until there is a general or at least a substantial resumption of work.

2. That a substantial resumption of work may be deemed to have taken place when the production or the number of employees back at work, or both, depending upon the circumstances, have reached 85 per cent of the total existing in either case immediately prior to the date of the stoppage of work.

3. That if it can be established that the employer has not taken immediate steps upon the settlement of the labour dispute to recondition the works and machinery at the plant because it suited his purpose not to do so, then benefit may be allowed as from the date the reconditioning could have been completed had the employer so willed.

(c) There is nothing to indicate that the conditions referred to in (3) above applied in this instance. The work in the department in which the appellant was employed could not be performed until the items on which he worked were processed through other departments. It is normal in a plant of this type for different operations to be performed on a progressive basis, and one department would have to wait until



work had been performed in another department before it could operate. The employer has stated that production had been accelerated in this department prior to the strike, but the reason for this was that they anticipated possible labour difficulties, therefore, this action is considered to have been directly attributable to the labour dispute which was in existence prior to the stoppage of work. . . .

The board heard the appeal on November 16, 1965. The claimant was not present, but was represented by the District Representative of the United Steelworkers of America and the Chairman of the Welfare Committee of Local 3789.

The majority of the board made the following findings:

. . . While the claimant's representative objected to the use of the percentage formula recited in CUB 827 and again in CUB 2141, the majority board finds that it is not possible to ignore already established jurisprudence. It is contended by the claimant's representative that while the plant working force was 677 at the date of the work stoppage and only 560 plant employees after settlement was reached, the majority board is of the opinion that, inasmuch as Locals 6028 and 3789 were both involved in the work stoppage and the subsequent settlement, the total of employees from both locals should be used in applying the percentage formula.

Using the figure of 560, which the claimant's representative contends is the correct figure to be used and with which the board agrees, plus the number of employees in the other bargaining unit, Local 6028, which had a direct interest in the labour dispute, this has the effect of setting back the 85 per cent figure referred to above to 27 of July, 1965, and therefore, has no bearing upon the question to be decided. Before the board, the President of Local 3789 stated that much of the inventory collected in the wringer section was purchased in the United States prior to the work stoppage but in anticipation thereof and was definitely done as a punitive measure against the workers. It was also admitted, however, that the settlement included an agreement on the employer's part to restore full production within 10 days and this appears to be done. The majority board is of the opinion that no punitive measure was involved. . . .

The majority board finds that the stoppage of work, result of a labour dispute at Beatty Brothers Limited, did

not terminate prior to the 27th of July 1965. . . .

The dissenting member of the board gave, as his reasons for dissent:

I find the entire question of the percentage formula should not apply in this instance because certain operations ceased during the work stoppage and were not resumed and the total labour force was never recalled.

Also, there was evidence presented to the board by the appellant's representative that the spray painting operation and the wringer production could have started immediately and failure by the company to call back employees would appear to be a punitive action against striking employees.

Also, there was an increase in inventory prior to the work stoppage. This inventory was stored on other than company premises in rented warehouses. This too would appear to be a deliberate action taken by the company for the purpose of weakening the bargaining strength of the union and to delay termination of the work stoppage and the appellant's return to work. . . .

The appeal was dismissed.

On December 17, 1965, Local 3789 appealed to the Umpire. The appeal reads:

. . . We feel this decision is not consistent with the provisions of the Act nor the evidence presented.

We take strong objection to the term "established jurisprudence" as used in the opening paragraph of the majority decision. We argue that by Parliament's barring recourse to the courts, and the legal profession, that our lawmakers made it crystal clear that litigation, jurisprudence, the resulting hardship, strangulation and the long costly delays entailed in legal procedure was to be non-existent for the purpose of this Act.

As a further demonstration of their intention that understandable terms, language and procedure should apply, and that common sense should be the criterion, they provided that laymen, consisting of management and labour representatives along with a neutral chairman would constitute the board of referees.

We submit that were these boards to be governed by legal precedent or established jurisprudence then of necessity the boards would have to consist of legal personnel. There can be no justification for the continuation of these boards and the expense entailed if their function is to read CUBs submitted by an insurance officer and re-apply that decision.

We contend that the cessation of a labour dispute as outlined in the Act

cannot be decided by any formula. Article 63, section 1, subsection (a) requires "the termination of the stoppage of work" nothing more, nothing less. It is our contention that the parties to a labour dispute are the only persons qualified to state when the dispute is settled and the strike ceases.

Regardless of the legal qualifications, or good intentions of any third party, they are not equipped to impose some arbitrary formula conceived by them to determine when a strike terminates. The problems involved in settling a work stoppage are great and varied, with many difficulties to overcome. If added to this onerous task we have a further obstacle imposed by the Unemployment Insurance Commission in the form of some formula then the problem could become insurmountable. Since the inception of the Act the qualifications for benefit have been simple and easily understood, namely, a person is unemployed through no fault of his own or any misconduct on his part. That he is actively seeking, available for and willing to accept suitable employment. . . .

It has always been our understanding that the formula referred to was developed to look after a situation when a strike was lost, and a plant was in production with new personnel, or employees who left the strike. Even under these circumstances, how the 85 per cent formula was arrived at instead of 55 per cent or 90 per cent still eludes us.

However, the case in point was a clear-cut work stoppage, with a clear-cut termination of the stoppage, agreed upon and signed by the parties involved. It would appear absurd at this time to say the work stoppage did not cease because the Unemployment Insurance Commission's formula had not been complied with. If this decision of the board of referees is to stand, then in future work stoppages, we will be compelled to maintain picket lines, and all the strike paraphernalia until the company agrees to take 85% of the employees back forthwith, whether they are required or not. It is obvious this situation would create complete chaos, and we feel sure is not the intention of our lawmakers.

We should next examine some of the reasons we had some members in a lay-off position. These people did not lose their employment in the accepted sense. They were not separated, they were only in a lay-off position because the employer maintained they had no work for them at the time the strike ceased. The reason for the lack of work is [that] the company found itself over-

stocked . . . It would appear to us that it is quite obvious the members in lay-off position were in fact unemployed through no fault of their own. The unemployment we submit was created by management being overstocked.

Ruling these members ineligible for benefit is tantamount to ruling that where a company builds too big an inventory and has a lay-off to correct this situation, their employees cannot receive insurance benefits. The assigning and routing of production is at no time the prerogative of the union nor its members and therefore the member cannot be held responsible for the resulting unemployment . . .

At the time of the work stoppage there were 657 members in the bargaining unit of Local 3789. Following the work stoppage only 604 returned to the bargaining unit, with some finding other employment, some who had not completed their probation period were not recalled by management and at the time of the hearing at the board of referees there were 544 employees in the bargaining unit.

The majority decision of the board makes reference to Local 6028, who also were on strike. This bargaining unit consists of office and technical employees and because their work is not products that may be stockpiled, they returned in a body at the same time the cessation of the work stoppage ensued in the plant. This further illustrates our point, that in fact there was a termination of the work stoppage on July 19, 1965.

In view of the foregoing we request the Umpire to reverse the decision of the majority report of the board and allow the appeal against the insurance officer's ruling.

The union requested an oral hearing, which was held by the Umpire at Ottawa, Ont., on February 10, 1966.

### Considerations and Conclusions

The only question at issue in the present case is whether the stoppage of work can be said to have terminated prior to July 27, 1965.

In decision CUB 2141, the Umpire said:

As the word "termination" is not defined in the Act or the Regulations, a stoppage of work, strictly speaking, does not come to an end until a complete and general resumption of the work which the labour dispute prevented from being done, has taken place. Consequently, the Unemployment Insurance Commission, under the authority vested in that body by section 67 (3) (c) of the Act, could very well

make a regulation to determine that a stoppage of work comes to an end when a total (100 per centum) resumption of work has occurred.

However, as there is no such regulation, the insurance officers and the boards of referees must seek guidance in the relevant decisions of the Umpire. In that respect, the established jurisprudence is to the effect that a stoppage of work is deemed to have terminated when a sufficiently general or reasonably substantial resumption of the operations which the labour dispute prevented from being carried on, has taken place. Generally speaking, the Umpire has ruled that a stoppage of work ceases when a plant's output, as shown by the volume of the production attained or by the number of the employees rehired, or both, has reached approximately 85 per centum of its normal level.

As the majority board of referees based its decision on proven facts which called for the application of the above-mentioned jurisprudence and as I see no valid reason why such jurisprudence should be changed in respect of the present case, I decide to dismiss the union's appeal.

### CUB 2588

On September 27, 1965, the claimant filed an application for benefit. He reported that he had been employed as an assistant engineer by a transport company, from June 1 to September 23, 1965, and gave the following as reason for separation:

Laid off—job terminated due to freeze-up. Signed on to do specific job and paid 6 months salary although the job terminated due to freeze-up on 23 September 1965. The job was the "Arctic Supply Line," and paid the six months wages on termination. Holiday pay yet to come—probably around 1 December 1965 when they pay it.

The amount paid to the claimant was \$3,358. The employer confirmed the dates of employment, and stated that the reason for separation was that the contract was completed. Confirmation of separation was signed on September 29.

The insurance officer decided that the contract of service continued for six months, and notified the claimant that benefit was suspended from 26 September to 27 November 1965 because, according to the Act,

A claimant who, in respect of weeks during which his contract of service continues, receives or will receive his usual remuneration for full working weeks, shall, notwithstanding that he may be excused from the performance of his normal duties or does not in fact

have any particular duties to perform at the time he considered, within the meaning of section 57 of the Act, as fully working during those weeks . . .

On October 15 the claimant appealed his disqualification to the board of referees. His notice of appeal read:

My contract with [the company] terminated on 23 September, 1965, and all monies included in the contract were paid on that date. The contract reads "for 6 months or until navigation closes due to freeze-up."

My seaman's discharge book shows discharge effective 23 September, 1965. I am not on the payroll beyond that date. I received the balance of the contract price on termination in a lump sum. The total wages guaranteed to me on this contract were \$3,358 regardless of when freeze-up occurred, [provided] that I stayed there as long as navigation was open. In view of this, I do not agree that my contract of service continues beyond the last day worked.

The insurance officer pointed out that, as the claimant had a six-month guaranteed contract, his contract of service continued until the end of that six-month period. He observed also that, as the claimant received his usual remuneration in respect of each week contained in that period, he was disqualified as not unemployed, and his earnings for the part-week commencing 28 November were determined as \$51.60.

After hearing the appeal, the board admitted it was unfortunate that the claimant's contract expressed its hiring policy in terms of six months, but it declared nevertheless that the claimant had not proved he was unemployed from 26 September to 27 November, and stated that his earnings had been properly determined and allocated. Consequently the decision of the insurance officer was sustained and the appeal dismissed.

On November 13 the claimant filed a notice of appeal to the Umpire:

This appeal is forwarded on the decision given by the board of referees at Victoria, B.C., on 3rd November, 1965. My contract with [the company] states:

Subject to paragraph 6 hereof, the Company will employ the employee, and the employee will serve the Company during *this season of navigation*, in the capacity of Assistant Engineer. The employee's remuneration shall be at the rate of \$3,358, to be computed from the date leaving Victoria.

Photostat copy of Bulk Contribution Certificate submitted shows contributions were deducted at source to 30 November, 1965 in the amount of



\$24.98. This was altered to last day of employment with [the company] to 23rd September, 1965 by local Unemployment Commission Office . . . due to my being officially signed off employment. . . . No form of employment was provided by [the] company after the season of navigation closed.

In view of the foregoing, I am no longer employed by the Company after 23rd September, 1965; further, my Seaman's Discharge Book shows that I was signed off Ship's Articles by Registrar of Shipping at Edmonton, Alta., on 23rd September, 1965.

The chairman of the board of referees, in granting leave to appeal, pointed out that the insurance officer and the board of referees could have interpreted the claimant's contract too literally as a monthly employment contract, rather than a contract for the duration of the navigation season. The claimant had advised the board that 1 June to 26 September represented a normal season in which navigation could be conducted, between thaw and freeze-up. The chairman added that although no hardship due to loss of benefits was evident, the claim appeared to be worth more consideration.

A copy of the contract under which the claimant was employed was presented as evidence. Paragraph 1 reads, in part:

. . . the Company will employ the Employee and the Employee will serve the Company during this season of navigation, in the capacity of Assistant Engineer, and the Employee will diligently, honestly and faithfully perform all such work and services as he shall be required or directed to perform by the Company's officials and will obey all rules and regulations now or hereafter made by the Company applicable to his employment, and will not, during his period of employment, be employed or engaged or concerned or interested directly or indirectly in any trade or employment for any purpose whatsoever for any period of his time except for the benefit of the Company and according to its order. . . .

On January 7, 1966, the insurance officer submitted the following observations:

. . . The claimant's contract with the employer stipulates that he would serve the employer for the season of navigation and that his remuneration was to be [at] a rate of \$3,358 for a six-month period commencing from the date of leaving Victoria, B.C. His period of service apparently commenced on 1 June, 1965 and was therefore guaranteed to remain in effect until 30 Novem-

ber, 1965. . . [The claimant's] services were not required after 23 September, 1965 [because it was] the end of the navigation season. The insurance officer decided that this did not alter the fact that he was under a contract of service for a six-month period with guaranteed compensation for that period.

The board of referees which had the opportunity of hearing the claimant and examining his copy of the contract . . . unanimously decided that his contract was expressly for a six-month period. The board, therefore, correctly concluded that the claimant's contract of service was continuing until 30 November, 1965 and that he was not unemployed . . . from 26 September, 1965 to 27 November, 1965. The board also found that the claimant's earnings for the part-week following 27 November, 1965 were properly determined as earnings . . . and had been properly allocated to the week commencing 28 November, 1965.

The claimant in his appeal to the Umpire has contended that although deductions were credited to him in respect of the period up to 30 November, 1965, the contributions for the period subsequent to 23 September, 1965 had been invalidated by an official of the local office. These contributions were erroneously invalidated and have now been re-instated. . . .

### Considerations and Conclusions

The contract of service under which the claimant was employed states clearly in its first paragraph that "the employee will serve the Company during this season of navigation. . . ." The season of navigation ended with the freeze-up on September 23, 1965, and the employer confirmed that the contract was completed as of that date.

It is not suggested that the claimant would be prohibited by the remaining terms of the first paragraph of the contract from accepting other employment after September 23, and indeed the employer, having stated that the contract was completed, and having paid out the balance of the contract price, would be in no position to enforce such a prohibition.

As in CUB 1676 [L.G. 1959, p. 1192] (which was not cited to the board of referees), it was the amount payable to the claimant which was "guaranteed," not the duration of the contract of service. The contract of service, therefore, ended, and the claimant became unemployed within the meaning of section 57(1) of the Act, as of September 23, 1965.

As a consequence, I decide to allow the claimant's appeal.

## Rewards must not exceed output, says CMA president

Henri W. Joly, President of the Canadian Manufacturers' Association, at a luncheon meeting on Manufacturers' and Service Clubs' Day at the Canadian National Exhibition, said that in the current "overheated" economy, if the increase in monetary "take" exceeds the growth of physical output, it could lead to the killing of the goose that lays the golden eggs.

"If national prosperity is not to suffer, pay increases must not be so extravagant that they lose all relationship to the increase in the value of the things we produce as a nation."

Mr. Joly believes that the "extraordinary" settlements made in the strikes by Quebec longshoremen and Seaway workers persuaded many people that it would be the "height of thankless self-denial to ask for much less than a 30-per-cent pay increase, plus a good deal more in the way of fringe benefits."

The CMA president attributed much of the current trouble to younger people who had entered the labour force in the past few years. "They have no personal knowledge of what the pre-war world was like, and, therefore, no standard by which to measure today's good times.

"They are not accustomed to being denied, and their first contact with the realities of the working world comes as something of a rude awakening. They certainly appear shocked when they find that their demands are not going to be met automatically, and when they are told that to get more they must give more.

"In a free society and competitive economy such as ours, it is the right of every worker to go after as much as he or she can get. Yet there will always be a limit to what the traffic will bear." It is a point beyond which even the fattest of settlements will prove to be a pyrrhic victory, the CMA president said.

"Such a point is apt to come sooner in the case of a country like Canada that relies so heavily on exports for its prosperity. Like it or not, the rest of the world does not owe us any kind of living, and will most certainly not pay our prices if they cease to be competitive."

He told the gathering that the level of Canadian prices rose by some 3 per cent in 1965, compared with a 2-per-cent rise in the United States. "This year, all the evidence suggests that we shall be lucky indeed to hold the rise in the price level to below 4 per cent."

# The Rail Strike

*Continued from page 632*

recommendations of the Freedman Report should be put into effect.

The union had demanded a wage increase of 15 per cent for road service employees, and one of 90 cents an hour for yard service employees and LCL (less than carload lots) freight handlers, effective January 1, 1966. Besides the wage increase for road service employees, the union wanted a revision of pay rules by which a minimum day's pay and overtime was calculated, and other changes in rules that would have resulted in further increases in hourly earnings.

On their side, the railway companies proposed that the "dual basis of pay" should be replaced by a new wage structure that would have the effect of eliminating the speed basis of overtime, and that would have established the eight-hour day as a measure of a standard day's work, with overtime pay of time and a half after eight hours. The companies said that such a change would eliminate inequities created by arbitrary payments and special allowances, drastically reduce the number of disputes arising out of interpretation of pay rules, facilitate the adaptation of working conditions of road service employees to the requirements of the Canada Labour (Standards) Code, simplify the wage structure, and produce the same total compensation as the existing wage structure.

The report of the board, which was unanimous, was received by the Minister on August 12. It made no definite recommendations regarding the main issues in dispute, though it submitted a number of general observations on the points at issue.

Regarding the implementation of the recommendations of the Freedman Report, the board said, with reference to the conflicting interests of the unions and the companies, "We believe that the differing viewpoints will not be resolved by negotiation. The only alternative, therefore, is legislation. It is therefore the board's conclusion that no useful purpose would be served by a specific recommendation from it. We trust, however, that when the ultimate decision is made in this regard, those making it will bear in mind the broad implications which it will undoubtedly have for many industries and communities, and will accordingly look beyond the interests of the parties thereto and the mere settlement of one industrial dispute."

Referring to the railway companies' proposals for altering the method of computing wages, the board's report said that it would be "almost impossible to under-

state the complexity of the present methods for determining employee earnings, based as they are on a combination of hours and mileage, together with rules and extra earnings under certain conditions. . . ." It said that the board had neither the time nor the resources to "evaluate adequately the railways' proposals," and it recommended that "the parties, in conjunction with the Minister of Labour, agree on the appointment of an impartial party qualified in the matter of wage determination to examine into and make recommendations upon a more rational wage pay system."

As to wages in general, the board said it recognized that a wage increase was necessary. It had examined the recommendations made by the three conciliation board members relating to the non-operating employees, but had been "unable to relate any of them to the specific problem before us." It concluded that the parties would be better able to negotiate a settlement of their differences regarding wages if the board made no specific recommendation.

## Unions Prepare to Strike

The reports of the conciliation board chairmen were rejected by all the non-operating unions, and as they had by that time taken strike votes which had all resulted in a mandate in favour of a strike, they were legally free to strike seven days after the Minister of Labour had received the board reports. By August 20, therefore, the way was clear for all the unions concerned to strike; and although some show of negotiation still continued, it became clear that a strike was imminent.

Although the unions had bargained in four separate groups (or five, if the dispute between the trainmen and the two main railway companies are reckoned as separate disputes), they agreed to time their strikes to begin at the same time, mid-day August 26 being set as the deadline.

Sporadic unauthorized (wildcat) strikes, chiefly among express employees of the CNR and CPR in Montreal and Toronto, began breaking out early in August. Before the strike proper began, however, the unions had succeeded, with some difficulty, in getting the wildcat strikers back to work.

Although it showed reluctance to intervene as long as it thought there was any possibility that a settlement could be reached through negotiation, the Govern-

ment had also shown that it did not intend to allow a strike to continue for long; and it was preparing to call a special session of Parliament — which at this time was in recess — in order to pass legislation to impose at least a temporary settlement and get the trains running again. On August 23, the Prime Minister, Rt. Hon. Lester B. Pearson, announced that he had asked the speakers of both the Senate and the Commons to call Parliament to meet on August 29.

## Prime Minister's Address

On the evening of the day on which he announced the recall of Parliament, the Prime Minister, in an address over national radio and television networks, explained the Government's position with regard to the strike, and appealed to the people, "especially to those directly concerned with this strike situation, to show that moderation and common sense, without which no dispute can be settled. . . ."

He said that the union leaders had the undoubted right to call the strike, and that it was a serious matter to interfere with that right. But, "on the other hand," he said, "the right to strike must always be subordinate to considerations of national security and the common good."

A general railway strike, even if it lasted only a few days, would "seriously affect the livelihood and well-being of thousands of our people. A prolonged strike would be far more serious, and it could be disastrous. . . ." In the face of such a threat, Mr. Pearson said, it was the duty of a Government to place the public interest first, "and this we intend to do. In doing it, we will be discharging a duty, not violating a right."

He went on to say, "In the present dispute, the union position is that there can be no settlement unless their full demands are met. The railways claim they are in no position to increase wages so long as they are restricted by law, as they are, from adjusting the charges they make for their services, thereby increasing their earnings.

"There can be no voluntary settlement unless there is a compromise between these two positions. There must be some increase in wages. We know that. But we also know that increases in wages must not be so large that they send up costs and prices which will largely offset the wage increases themselves, and seriously threaten Canada's competitive position in world markets. Wage increases on a scale that will result in serious inflation will lead inevitably to loss of markets, loss of income and a return of unemployment.

"Necessary increases in wages for railway workers since 1960 have, on three separate occasions, been met by Govern-



ment subsidies to the railways. Such subsidies are now costing the taxpayers of Canada \$100 million a year. The Government cannot continue to provide subsidies to pay railway workers without imposing higher taxes. This we are not prepared to ask Parliament to do."

The Government did intend, however, to ask Parliament immediately to pass legislation based broadly on the recommendations of the Royal Commission on Transportation (MacPherson Commission), the Prime Minister said. This legislation would give the railways greater freedom to adjust their charges to meet competition and to increase their earnings, and thus ought to enable the railways themselves to bear the burden of "a legitimate and fair increase in wages."

Mr. Pearson then touched on "the increasing danger of inflation." If the country as a whole demanded more from the economy than the economy could produce, the results could only be higher prices. Governments had a special responsibility in these matters, in putting into effect the right budgetary and fiscal policies and in keeping down expenditures. The federal Government intended to meet these responsibilities, he said.

#### Legislation to End the Strike

Bill C-230, as at first presented to Parliament, would have ordered the strikers back to work, and would have provided for an interim wage increase of 4 per cent retroactive to January 1, and another 4 per cent retroactive to July 1. That is to say, it would have made effective immediately the first two wage increases recommended by the conciliation board chairmen in Disputes Nos. 1, 2 and 3.

The bill also ordered the railways and the unions to resume bargaining, with a deadline of November 15. If no settlement was reached by that date, a three-member board of arbitration would be set up whose decisions would be binding. Arbitration would not be begun, however, if a mediator appointed by the federal Government decided that satisfactory progress was being made in collective bargaining by the time the deadline was reached.

On second reading, the bill was strongly opposed by the Progressive Conservative and New Democratic Parties, and predictions were made both inside the House by opposition members, and outside by union leaders, that the strikers would refuse to obey the law if it were passed in that form.

During the second day of debate on the bill, (second reading) Hon. Allan MacEachen, Minister of Health and Welfare, and formerly — until December 1965 — Minister of Labour, said that the 8 per cent increase that the bill would put into effect covered 1966 only, and that a state-

ment by the Leader of the Opposition to the effect that wage rates for 1967 were not covered by the legislation was inaccurate.

"I want to tell the House, Mr. Speaker, that the Government carefully considered whether it would include a provision in the bill providing for the Munroe award for the year 1967. . . . It rejected that course because it took the view that the maximum opportunity ought to be left to the parties to work out an agreed settlement for 1967, and failing that, there is the solution of the dispute between them by arbitration."

The Minister went on to say, "It is absolutely clear that Mr. Justice Munroe recommended a settlement of 18 per cent for a two-year period. Anyone who has any understanding of collective bargaining . . . will readily agree that it is unrealistic that any settlement reached through agreement or arbitration will be less than the total wage package."

A little later, Mr. MacEachen closed his contribution to the debate by saying, "Mr. Speaker, the subsequent remarks which I made clearly illustrate that these further percentages [those recommended by Mr. Justice Munroe to take effect in 1967, amounting to 10 per cent] were included. . . . They should be part of the total picture, the total 18 per cent that will likely be the ultimate basis of the settlement."

The Minister also said that he believed it was "wrong to state that the bill makes no provision for a determination of the Freedman-type issue." It was, he said, implicit in the bill "that there is provision for the arbitrator to deal with this particular aspect of the dispute which we face at the present time. . . ."

On the day after the Minister of Health and Welfare had spoken, Hon. Jean Marchand, Minister of Manpower and Immigration, made a speech during the debate on the bill, in which he defended the course taken by the Government with regard to the strike.

Mr. Marchand pointed out that this was not the first time that railway disputes had come before Parliament. This was the fourth dispute of the kind that would "have to be settled more or less directly by the House of Commons." How was it, he asked, that in the case of railway workers, Parliament was always forced to intervene? "The obvious reply is that the Canadian economy is seriously hampered," he said.

In other strikes that affected the public interest, such as those of the postal workers and the longshoremen, Parliament had been called on to intervene. If, tomorrow, the airlines were paralyzed, the people

would probably call for the intervention of Parliament. The Canadian people, through their government, recognized that railroad workers, longshoremen and Seaway employees, had the same right as others to organize and to strike.

"But in all these areas," the Minister continued, "and in a growing number of areas, strikes affect the commonwealth. Now, if the fact that public interest is involved becomes grounds for Parliament intervention, I say that Parliament will have to intervene constantly more and more. In the case of the railroads, it seems clear to me, and everyone is agreed, even those among us who are closest to the labour unions have agreed that a railroad strike cannot last indefinitely. It had to be settled; that is to say, the workers could not be allowed to extend their full economic strength to achieve an agreement. As soon as this is admitted . . . it means that the right to strike is being questioned in this particular area. This means that such employees do not have the same rights as others. . . ."

Mr. Marchand defended the Government's policy in allowing the strike to begin before intervening: "One thing must be made clear, Mr. Speaker, and this is that the power of negotiation of a trade union does not lie only in strike action, but also in the threat of strike action. You know that more contracts are negotiated through strike threats than through strike action itself.

"Therefore, if we were all to decide upon intervention in the railway strike, we could at least, Mr. Speaker, have given the railwaymen a chance to make use of this strike action threat as a means of negotiation. By what right should we have denied them even this?" It became a question, Mr. Marchand said, of determining at what point rights should be curtailed "because their exercise becomes a public nuisance."

Referring to the 8-per-cent wage increase provided for in the bill (this was spoken of by some of the members as a 6-per-cent increase because it worked out as such when averaged over the whole of 1966), the Minister made the following statement: ". . . it could and would be serious if I were convinced that the inclusion of the 6-per-cent figure in the bill means that employees will be limited to 6 per cent, and will not get at least what Judge Munroe recommended, that is 18 per cent. I would be against the bill, yes indeed."

A little later he said, ". . . if we are really of good faith, . . . then union delegates may well assure railway workers that the 18-per-cent increase mentioned in the Munroe report is provided for in the bill, and that they will get it."

Near the close of his speech on the bill, the Minister said, "There is no doubt that this bill restricts the exercise of the right of association, since it asks the workers to go back to work. This bill restricts the right of association, since arbitration will eventually be necessary, if the House agrees; but in this field, it is probably the most sensible bill ever brought before the House, and the most respectful of the rights of the workers. . . ."

At the end of the debate on second reading of the bill, on the same day on which Mr. Marchand had spoken, the Prime Minister outlined the Government's stand regarding the way in which it had decided to deal with the railway dispute. He said that the Government's first objective was to get the railways operating again as quickly as possible. The second objective was "to assure the workers of an immediate increase in wages retroactive to Jan. 1, 1966—not a final settlement, but an immediate increase, provisional and tentative, to be adjusted by processes laid down in the legislation."

The third objective, the Prime Minister said, was to interfere as little as possible with the normal process of free collective bargaining. "I admit that much of this so-called process of free collective bargaining in recent years between the railways and their employees has been . . . a kind of ritualistic dance. I know this is true, and this is one of the things we shall have to do something about."

The fourth objective was to ensure that any agreement arrived at by the intervention of Parliament should be fair and reasonable to the workers affected and to the railways. The provision made in the bill was for "an immediate provisional and interim increase in wages," in accordance with the recommendations made by the chairmen of the conciliation boards that dealt with the disputes, covering 1966 only. The Government decided not to include the whole of the wage recommendations of the chairmen for 1967 as well as 1966 "because of our third objective, which was to reduce legislative determination of a specific wage figure to the minimum required for fairness to those concerned with the processes of collective bargaining."

Mr. Pearson went on to say, however, "We believed, in the light of experience, in the light of the fact that we had specified the Munroe award for 1966, and again, I repeat, in the light of experience in past years, that there would be no doubt in [the mind of anyone] who knew anything about this experience that any arbitrator would provide no less for 1967 than the Munroe award for that year."

"In other words, we had no doubt that

the total increase over the two-year period would be [no] less than the 18 per cent reached in the four instalments recommended by Mr. Justice Munroe and the Hon. Mr. Cameron. Since we had ourselves asked Parliament to say that the men were entitled immediately to what Mr. Justice Munroe recommended for 1966—and that of course can be adjusted by the mediator as well as any figure for 1967—we felt sure, and we still feel sure, that no arbitrator would settle the matter for less than Mr. Justice Munroe recommended for 1967."

The Prime Minister also referred to the Freedman Report. He said that the Department of Labour had been investigating the recommendations of the Freedman Commission, "so as to be able to make a report to the Government in respect of how and why they should be implemented or not implemented in their entirety. I had that report placed on my desk this afternoon. I hope that within a few days the Government will have an opportunity to discuss it and decide how we can most quickly bring it before Parliament."

Mr. Pearson ended by saying that when the legislation passed the House, even if it was not satisfactory to all the members, as it would not be, "it will be the will of the Parliament of Canada, and if it is the will of the Parliament of Canada, I know the law-abiding citizens of Canada, as they always have done in the past, will obey it."

Earlier in the debate on the bill, more than one of the leading speakers had referred to what had been said in various quarters about the possibility or likelihood that legislation to end the strike would not be obeyed by the strikers if they were dissatisfied with it. Rt. Hon. John G. Diefenbaker, Leader of the Opposition, said, "The rule of law must be maintained or our democracy will cease. . . . The philosophy is being supported that laws deserving to be broken can be broken, that laws with which individuals disagree can be evaded by direct or indirect action. If we ever accept that proposition, our democracy is gone."

"There is a growing problem of disrespect for the law. When Parliament has a bill before it such as this, it must be scrupulously careful that the legislation is not of so coercive a nature as to arouse antagonism and worse. The law must have the support of the people as a whole. . . . It is a serious thing, perhaps the most serious matter that democracies have to face, that in so many countries, many are coming to believe that there is no great wrong in ignoring or flouting the law, so long as it can be justified on the basis of a personal conviction that the law is wrong. Sir, there is a way to change a law that is

believed to be wrong and bad, and that is not by breaking it but by changing the law at its source."

T. C. Douglas, leader of the New Democratic Party, said, "The basic weakness of this legislation is that it may not be effective in getting the men back to work. . . . if the Government wants people to respect the law, then the law must be deserving of respect. If the Government wants the workers of this country to hold Parliament in high regard and obey the laws, this Parliament must be careful to ensure that the laws it passes are just and fair. This law is neither just nor fair."

A little later in the debate, David Lewis, NDP member for York South, said, "I believe this Government can produce a bill . . . which will meet with the support of the strikers—perhaps not entirely—but which will be sufficiently palatable for them to decide that they must obey the law. This is what I want them to do. This is what every member of this House wants them to do. I am not one of those who will hypocritically tell people to accept an unjust law, if I know that if I were in their place, I would not do so myself. . . ."

A member asked whether the honourable member was suggesting that, if this bill became law, the members of the unions should not obey it. Mr. Lewis said, "Not at all. I am suggesting exactly the same thing that the Rt. Hon. Leader of the Opposition suggested. . . . I am saying precisely what [he] said, that it is wrong to provide a law which is unjust and which will produce disrespect."

Mr. Diefenbaker said, "Mr. Speaker, that is just exactly what I did not say. I said that once Parliament decides, unless there is to be anarchy and chaos in the country, the law must be obeyed."

Mr. Lewis replied, in part, "I, too, am for virtue. I agree with this great declaration of his that the law should be obeyed. I agree with that. Everyone is against anarchy."

A few minutes later, the Minister of National Health and Welfare, at the beginning of his speech, which has already been quoted from, said he agreed with the Leader of the Opposition that if it could not be counted upon that whatever legislation was passed by the House would be respected and obeyed by the trade union members, or anyone else affected by it, "the result is anarchy."

During consideration in committee, after the bill had passed second reading, it was amended by having written into it a provision that the railway employees should be paid an additional increase of 4 per cent effective January 1, 1967 and an additional increase of 6 per cent effective July 1, 1967.



On September 8, Bill C-231, to define and implement a national transportation policy for Canada, and to amend the Railway Act, passed second reading, and was referred to the standing committee on transport and communications. The Government's intention had been that the committee should sit to consider the bill during the period of adjournment of the House (from September 9 to October 5); but, owing to the failure of the Minister of Transport to raise this point when the bill passed second reading, the unanimous agreement of the members to this arrangement became necessary. As this was not forthcoming, the Speaker ruled that a motion that the committee should sit during adjournment could not be put.

#### Some Effects of the Strike

Faced with the prospect of a strike on Friday, August 26, the CNR, and the CPR on the preceding Monday, announced embargoes on freight and express shipments of a variety of goods.

There was no disruption in first-class mail service, but embargoes were placed on second-, third- and fourth-class mail addressed to places outside the local section. The country was divided into six sections, with regular service within each section, but none except first-class mail was accepted for delivery outside the section. Parcels were accepted only at air-mail rates. At the time the strike ended, however, the post office was making progress in reducing the accumulation of second-, third- and fourth-class mail that came in before the embargo was applied.

Ferry service between Prince Edward Island and the mainland was interrupted by the strike. Just before it began, Premier A. B. Campbell of P.E.I. declared a state of emergency because of the disruption in service, but he said that he hoped service would be maintained without taking emergency steps. The Government said that, if necessary, it would take over and operate at least one of the three ferries running between Borden, P.E.I. and Cape Tormentine, N.B.

On August 26, about 300 members of the Canadian Brotherhood of Railway, Transport and General Workers, who were operating the P.E.I. ferries, went on strike. Ferry service was not resumed until August 31. On that date, Premier Campbell announced that the strikers had agreed to allow limited service after receiving an order from their union headquarters. The president of the union local read the pickets an order from William J. Smith, President of the CBRT, ordering them to lift their picket lines "where they interfere with the operations of the Borden-Tormentine ferry services," and directing them to provide the necessary personnel

to operate the ferry service. This service, however, was limited to handling passengers, passenger vehicles and tourist trailers.

Members of the North Sydney local of the CBRT voted on August 24 to go on strike in defiance of an agreement signed by the CNR and the union to keep the ferries to Newfoundland running. The 90 members of the local also passed a resolution demanding the dismissal of their national president, William J. Smith.

Premier Smallwood of Newfoundland said, just before the railway strike began, that he did not "feel any panic" about the possibility that ferry service with the mainland might be interrupted. He said that the effect on his province would not be serious if the strike did not last for more than a few days.

The Canadian Press said on August 30 that the CNR ferry *Willam Carson* was still plying between North Sydney, N.S. and Port aux Basques, Nfld., and that the CNR and the CBRT had agreed on August 28 to keep the ferry in service, but that only passengers and non-commercial vehicles were being carried. At that time, the CPR ferry connecting Saint John, N.B. and Digby, N.S., had been out of service since the strike began on August 26; but the CNR ferry between Yarmouth, N.S. and Bar Harbor, Me., continued to run.

The largest layoff of manufacturing industry employees because of the strike was at McKinnon Industries Ltd. On August 30, the company announced that it would shut down its plants in St. Catharines and Windsor on September 1. The reason given for the shutdown was that General Motors Corp., Oshawa, which is McKinnon's parent, would not need any more shipments until the rail strike was over. The shutdown affected about 5,300, including 4,700 in St. Catharines and 600 in Windsor. The company did not recall its employees immediately the strike ended, and it was September 12 before production was resumed.

Fiberglas Canada Ltd. in Sarnia laid off 97 employees when wildcat strikes of railway workers began on August 19. About 48 of these workers had been recalled before the strike ended because alternative transport by road had been arranged for some of the company's products. The rest were not called back until train service was fully restored.

In Saint John, N.B., Atlantic Sugar Refineries on September 3 cancelled planned layoffs of between 350 and 400 employees. The plant had stopped production on September 1 because its storage space was filled with sugar that could not be shipped out because of the strike.

At the Maple Leaf and Ogilvie flour

mills in Medicine Hat, 75 men were laid off for a few days, and layoffs had been announced at the Robin Hood flour mills in Moose Jaw, but were cancelled when the strike ended. Flour mills in Saskatoon also closed down for a few days because of the strike.

Officials of the Canadian Manufacturers' Association and the Metropolitan Toronto Board of Trade reported that few companies in Ontario had complained about interruptions of work or losses during the week that the strike lasted, but they said that if it had lasted longer it might have brought large layoffs. The manager of the CMA's transportation department said that hundreds of firms had been obliged to look for makeshift transport, and that most of them had been successful.

The general manager of the Automotive Transport Association of Ontario said that truckers in the province had been busy during the strike, but "there was none of the concern or hysteria that developed during the previous national rail strike in 1950. We were much better prepared this time because we had many more trucks and an improved highway system. . . . As a result, we had no trouble delivering all Ontario shipments, including the Niagara peach crop—although there was some holdup in getting shipments out to Western Canada."

On September 12, the Canadian National and Canadian Pacific railways announced an increase of 10 per cent, effective October 10, on all freight moving under so-called competitive rates and agreed charges. It was said that the increase would affect 30 per cent of the freight traffic on the two railways. In a joint announcement, the companies cited "increasing costs" as a reason for raising freight rates.

The CPR also announced an increase in its commuter rates of from 5 to 15 cents per ticket, depending on the distance travelled. This would have meant, for instance, that the cost of a 40-trip ticket for the run from Lachine to Montreal would go up from \$11.90 to \$15.90 on September 17. The Company said that the increase in fares was "the result of wage increases awarded to rail workers September 1, when Parliament ended a seven-day strike by employees." The change affected mainly Montreal commuter trains, but the Dominion Atlantic line in Nova Scotia was affected.

On September 14, however, the Board of Transport ordered a one-month postponement of the CPR's increase in commuter fares in order to give interested parties time to make representations. If there were enough protests, the Board might hold public hearings.

# A Beginner's Bibliography on the Causes and Determinants of Technological and Economic Change

*This bibliography was compiled by Glen Alexandrin with the co-operation of the staff of the Canada Department of Labour Library when Dr. Alexandrin was a member of the*

*Department of Labour. He has since become a member of the Research Branch of the Department of Manpower and Immigration. It replaces the regular library list this month.*

The bibliography that follows has been selected with the objective of providing some early information which may prove useful in thinking about the setting-up of an institution that would be concerned with the provision and analysis of the data, changes in which pre-date changes in the data usually called "manpower" data. Needless to say, the operation of such an institution would greatly aid in the forecasting of manpower requirements and thus aid in improving the allocation of labour input on the plant level.

Because this bibliography, like so many others, was compiled before the compiler himself had become totally familiar with the subject matter, a chronological criterion was resorted to in the classification of the material in order to put the literature into more or less homogeneous compartments. This chronological grouping of literature proposes to arrange the content of the entries more or less along the natural lines of its development or the requirements of its acquisition. Thus, inventions start in the heads of men which are, in turn, influenced by the environment about them. Group III in the bibliography (*Enterprise; Man, the Creator*) and Group IV (*Environmental Instigators of Change*) then describe, more or less, the prerequisites for invention. Inventions, of course, can and perhaps need to

be stimulated and influenced. Group IV lists the literature dealing with stimuli to invention. And Group V (*Pre-Conditions for Innovation*) attempts to present that literature which deals with the description (not so much of the dynamics of invention, as Groups III to IV have attempted to do—but with the statics of it) of the "minimum" requirements for invention which in some way can be fulfilled by the pursuit of a proper scientific policy.

An invention, once made, is usually diffused (Group VI, *Diffusion of Inventions and Innovations*). The pattern of such a process can often be well represented by a biological or a pathological model, (Group I, *Method of Measure of Inventions*, etc.,) and has been studied most extensively in the area of agricultural practices in rural environments, where the role of barriers or filters is significant (Group II, *Demonstration of I in the Agricultural Milieu*). Groups VII and VIII, dealing with the effects of diffusion of new phenomena, list the literature dealing, first, with their acceptance, adoption and use, and, then, with their effects. Only some of those effects are of interest to a manpower expert.

The last group, Group IX, *History*, is general in character, and may be of interest to the students of the history of science.

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# Statistics Section

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## A—Labour Force

TABLE A-1—Regional Distribution, Week Ended August 20, 1966

	Canada	Atlantic	Quebec	Ontario	Prairies	British Columbia
	(estimates in thousands)					
THE LABOUR FORCE.....	7,805	664	2,212	2,869	1,309	751
Men.....	5,477	481	1,562	1,969	940	525
Women.....	2,328	183	650	900	369	226
14-19 years.....	1,085	103	309	377	194	102
20-24 years.....	1,073	105	359	350	167	92
25-44 years.....	3,186	241	920	1,212	509	304
45-64 years.....	2,235	195	571	839	397	233
65 years and over.....	226	20	53	91	42	20
EMPLOYED.....	7,577	638	2,129	2,794	1,292	724
Men.....	5,315	460	1,503	1,916	929	507
Women.....	2,262	178	626	878	363	217
Agriculture.....	649	39	134	162	283	31
Non-agriculture.....	6,928	599	1,995	2,632	1,009	693
Paid workers.....	6,468	550	1,850	2,480	945	643
Men.....	4,409	389	1,285	1,660	630	445
Women.....	2,059	161	565	820	315	198
UNEMPLOYED.....	228	26	83	75	17	27
Men.....	162	21	59	53	11	18
Women.....	66	*	24	22	*	*
PERSONS NOT IN LABOUR FORCE.....	5,719	626	1,699	1,909	933	552
Men.....	1,226	160	365	386	193	122
Women.....	4,493	466	1,334	1,523	740	430

\*Less than 10,000. SOURCE: Labour Force Survey, DBS.

TABLE A-2—Age, Sex and Marital Status, Week Ended August 20, 1966

		14-19 years all persons	20-64 years				65 years and over all persons
	Total		Men		Women		
			Married	Other	Married	Other	
(estimates in thousands)							
POPULATION 14 YEARS OF AGE AND OVER*.....	13,524	2,234	3,827	1,062	3,947	1,007	1,447
LABOUR FORCE.....	7,805	1,085	3,700	958	1,122	714	226
Employed.....	7,577	1,014	3,632	911	1,103	696	221
Unemployed.....	228	71	68	47	19	18	*
NOT IN LABOUR FORCE.....	5,719	1,149	127	104	2,825	293	1,221
PARTICIPATION RATE†							
1966—August 20.....	57.7	48.6	96.7	90.2	28.4	70.9	15.6
July 23.....	57.7	49.4	96.8	90.3	27.7	70.4	15.7
UNEMPLOYMENT RATE‡							
1966—August 20.....	2.9	6.5	1.8	4.9	1.7	2.5	††
July 23.....	3.1	8.4	1.8	5.3	1.3	1.9	††

\*Excludes inmates of institutions, members of the armed forces, Indians living on reserves and residents of the Yukon and Northwest Territories.  
†The labour force as a percentage of the population 14 years of age and over. ‡The unemployed as a percentage of the labour force. ††Less than 10,000 unemployed. SOURCE: Labour Force Survey, DBS.

TABLE A-3—Unemployed, Week Ended August 20, 1966

	<i>August 1966</i>	<i>July 1966</i>	<i>August 1965</i>
(estimates in thousands)			
TOTAL UNEMPLOYED.....	228	244	211
On temporary layoff up to 30 days.....	18	18	15
Without work and seeking work.....	210	226	196
Seeking work:			
Full-time.....	195	205	182
Part-time.....	15	21	14
Under 1 month.....	70	94	66
1-3 months.....	97	85	74
4-6 months.....	18	19	25
More than 6 months.....	25	28	31

SOURCE: Labour Force Survey, DBS.



## B—Labour Income

**TABLE B-1—Estimates of Labour Income, by Industry**

Year and Month	Monthly Totals									Totals ‡
	Mining	Manu- facturing	Trans- portation, Storage and Communi- cation†	Forestry	Con- struction	Public Utilities	Trade	Finance Services (including Govern- ment)	Supple- mentary Labour Income	
	(\$ Millions)									
1961—Total.....	542	5,306	1,862	283	1,252	357	2,740	5,616	820	18,996
1962—Total.....	559	5,699	1,909	300	1,357	378	2,881	6,080	843	20,233
1963—Total.....	572	6,045	2,008	308	1,419	397	3,089	6,601	873	21,547
1964—Total.....	600	6,582	2,129	343	1,582	421	3,358	7,248	926	23,433
1965—Total.....	678	7,262	2,316	378	1,962	455	3,714	8,044	975	26,036
1965—May.....	55.9	600.0	191.7	27.5	156.6	37.5	305.5	669.4	80.7	2,146.6
June.....	58.0	614.2	192.1	34.4	169.1	38.8	312.0	686.2	81.6	2,212.5
July.....	58.3	601.2	199.8	37.6	185.2	39.4	310.3	655.4	81.5	2,199.7
August.....	58.3	614.2	199.0	36.3	193.3	40.0	312.2	666.7	82.1	2,235.3
September.....	57.4	626.4	208.9	38.0	196.7	39.1	317.4	711.4	83.3	2,306.3
October.....	58.9	636.3	202.1	37.8	201.1	39.2	322.9	697.8	83.5	2,301.5
November.....	59.5	636.0	201.9	37.6	187.9	38.7	330.1	696.7	83.5	2,292.3
December.....	59.0	630.0	195.0	29.4	161.5	38.5	335.4	697.4	83.1	2,245.0
1966—January.....	60.2	632.8	201.1	27.8	158.5	38.2	322.2	708.1	97.3	2,259.2
February.....	60.6	644.7	193.8	30.5	164.0	38.3	323.7	713.4	97.6	2,279.6
March.....	60.8	652.0	190.9	26.4	170.6	37.1	326.9	723.5	98.0	2,300.9
April**.....	58.3	657.4	200.0	25.6	181.8	38.1	333.2	740.5	98.8	2,351.0
May*.....	60.6	668.8	205.6	32.0	201.7	39.5	337.2	749.4	99.7	2,416.5
Seasonally Adjusted										
1961—Total.....	542	5,306	1,862	283	1,252	357	2,740	5,616	820	18,996
1962—Total.....	559	5,669	1,909	300	1,357	378	2,881	6,080	843	20,233
1963—Total.....	572	6,045	2,008	308	1,419	397	3,089	6,601	873	21,547
1964—Total.....	600	6,582	2,129	343	1,582	421	3,358	7,248	926	23,433
1965—Total.....	678	7,262	2,316	378	1,962	455	3,714	8,044	975	26,036
1965—May.....	56.5	593.4	191.5	32.6	153.0	37.5	306.9	657.9	80.6	2,130.7
June.....	56.7	600.7	188.0	31.7	156.9	37.4	308.1	666.4	80.9	2,147.6
July.....	56.0	605.0	193.7	33.1	160.8	38.2	309.4	671.5	81.4	2,169.8
August.....	57.6	611.3	190.5	32.1	164.6	38.9	313.5	681.2	81.6	2,192.3
September.....	57.3	611.5	203.5	31.1	163.6	38.4	316.7	698.4	82.2	2,223.5
October.....	58.4	627.8	198.2	30.5	173.4	38.8	319.7	690.8	82.5	2,240.8
November.....	59.3	634.8	200.0	31.2	180.7	38.7	322.0	696.4	82.7	2,267.1
December.....	59.6	642.0	200.4	31.0	189.8	38.9	323.2	700.5	83.3	2,290.7
1966—January.....	60.8	644.5	204.5	32.2	186.5	39.2	328.9	718.5	98.6	2,335.0
February.....	60.9	659.6	200.7	34.3	199.1	39.4	333.0	721.1	99.0	2,368.2
March.....	60.9	659.0	200.3	33.6	204.1	38.5	334.8	727.1	99.2	2,379.2
April**.....	60.4	663.8	204.2	38.7	204.9	39.0	337.7	738.6	99.6	2,408.3
May*.....	60.5	663.6	204.5	36.6	199.4	39.6	337.6	737.7	99.6	2,400.2

\*Preliminary. \*\*Revised.

†Includes post office wages and salaries. ‡Figures in this column are for total labour income, Canada, but are not totals of the figures in the remaining columns of this table, as figures for labour income in Agriculture, Fishing and Trapping are not shown.

NOTE: Monthly figures may not add to annual totals because of rounding. SOURCE: *Estimates of Labour Income*, DBS.

## C—Employment, Hours and Earnings

Tables C-1 to C-3 are based on reports from employers having 15 or more employees; at March 1966, employers in the principal non-agricultural industries reported a total employment of 3,374,896. Tables C-4 and C-5 are based on reports from a somewhat smaller number of firms than Tables C-1 to

C-3. They relate only to wage-earners for whom statistics of hours of work are also available, whereas Tables C-1 to C-3 relate to salaried employees as well as to all wage-earners in the reporting firms.

**TABLE C-1—Employment, Payrolls and Weekly Wages and Salaries**

Year and Month	Industrial Composite†			Manufacturing		
	Index Numbers (1961=100)			Index Numbers (1961=100)		
	Employ- ment	Average Weekly Wages and Salaries	Average Weekly Wages and Salaries	Employ- ment	Average Weekly Wages and Salaries	Average Weekly Wages and Salaries
<b>AVERAGES</b>						
1961.....	100.0	100.0	78.24	100.0	100.0	81.55
1962.....	102.2	102.9	80.54	103.8	103.0	84.00
1963.....	104.4	106.4	83.27	106.1	106.6	86.90
1964.....	108.2	110.6	86.51	111.1	110.9	90.42
<b>1965—</b>						
March.....	108.4	115.1	90.03	113.5	116.2	94.75
April.....	109.4	115.4	90.32	113.7	116.3	94.88
May.....	113.2	115.6	90.41	116.4	115.9	94.52
June.....	116.7	116.2	90.88	119.2	116.1	94.66
July.....	117.7	116.2	90.95	118.5	114.8	93.59
August.....	119.7	116.5	91.12	120.6	115.2	93.97
September.....	119.1	117.8	92.19	121.1	117.1	95.48
October.....	118.6	119.6	93.56	120.6	119.1	97.10
November.....	118.7	119.4	93.44	120.6	119.5	97.42
December.....	115.9	116.3	91.00	118.5	116.6	95.07
<b>1966—</b>						
January.....	114.4	119.9	93.79	119.1	119.9	97.78
February*.....	114.5	121.5	95.09	119.9	121.3	98.91
March†.....	115.1	121.4	94.99	120.5	121.9	99.37

\*Revised. †Preliminary.

†Includes: Forestry (chiefly logging); Mining (including milling), quarrying and oil wells; Manufacturing; Construction; Transportation, storage and communication; Public utility operation; Trade; Finance, insurance and real estate; Service (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).

SOURCE: *Employment and Average Weekly Wages and Salaries*, DBS.



TABLE C-2—Area Summary of Employment and Average Weekly Wages and Salaries

Areas	Employment Index Numbers*			Average Weekly Wages and Salaries		
	March 1966	Feb. 1966	March 1965	March 1966	Feb. 1966	March 1965
	(1961=100)			\$	\$	\$
REGION AND PROVINCE						
Atlantic Region.....	107.4	107.3	100.8	79.03	79.17	76.17
Newfoundland.....	111.3	110.1	97.8	84.89	84.16	80.15
Prince Edward Island.....	100.2	103.2	90.4	66.19	65.69	63.55
Nova Scotia.....	106.1	106.1	103.4	76.12	76.31	74.94
New Brunswick.....	107.0	107.3	100.6	79.74	80.51	76.30
Quebec.....	112.1	112.1	106.9	92.96	92.83	87.21
Ontario.....	118.6	117.7	111.8	98.17	97.95	93.81
Prairie Region.....	110.7	109.7	103.1	88.65	89.64	84.82
Manitoba.....	106.2	105.3	100.4	83.75	83.79	81.01
Saskatchewan.....	110.0	108.2	101.2	86.85	87.98	82.38
Alberta.....	114.9	114.0	106.3	93.63	94.87	88.86
British Columbia.....	121.6	120.3	111.1	105.42	106.77	97.87
CANADA.....	151.1	114.5	108.4	94.99	95.09	90.03
URBAN AREAS						
St. John's.....	126.1	123.3	109.8	73.86	73.20	67.62
Halifax.....	111.9	114.3	110.6	78.40	77.41	76.33
Sydney.....	92.2	93.9	97.9	83.84	86.27	87.09
Moncton.....	105.9	105.0	101.8	73.91	72.68	70.32
Saint John.....	110.9	115.7	108.0	77.21	77.96	78.40
Chicoutimi.....	103.6	101.9	95.9	109.01	109.45	102.75
Montreal.....	117.5	116.1	109.7	94.71	94.49	88.80
Quebec.....	113.2	112.5	108.4	81.65	80.23	76.78
Shawinigan.....	107.2	107.6	101.8	106.30	104.90	92.36
Sherbrooke.....	117.5	117.3	112.0	80.81	80.05	76.82
Trois-Rivières.....	109.6	110.8	104.4	89.64	89.07	78.62
Ottawa-Hull.....	112.0	110.9	106.6	87.70	87.68	83.34
Belleville.....	110.2	108.2	106.7	84.41	85.08	80.29
Brampton.....	215.7	212.7	193.6	98.03	94.81	91.52
Brantford.....	129.1	128.2	124.4	92.95	90.91	89.22
Fort William-Port Arthur.....	118.0	116.2	103.3	94.79	94.56	86.44
Guelph.....	128.4	126.3	117.9	88.73	87.11	86.68
Hamilton.....	120.0	119.0	115.6	102.39	102.27	98.21
Kingston.....	125.2	122.4	116.3	92.19	91.80	89.07
Kitchener.....	137.3	136.2	123.9	86.50	85.90	82.20
London.....	120.3	120.7	113.8	89.99	88.75	85.41
Niagara Falls.....	104.2	103.9	100.4	97.39	97.20	93.73
Oshawa.....	155.4	155.5	151.4	112.65	116.74	122.42
Peterborough.....	128.4	125.6	119.9	102.53	102.29	97.25
Sarnia.....	119.2	115.8	107.7	123.50	121.29	116.14
Sault Ste. Marie.....	114.5	113.0	109.7	111.48	112.15	113.33
Sudbury.....	103.3	102.5	96.6	104.31	104.51	100.88
St. Catharines.....	134.8	136.3	128.2	107.37	111.01	109.80
Timmins.....	93.6	94.2	91.6	90.49	90.33	79.75
Toronto.....	119.1	118.0	112.3	98.74	98.52	93.46
Welland.....	101.1	109.7	106.8	111.79	103.75	108.19
Windsor.....	145.8	141.2	124.6	110.91	108.25	114.60
Winnipeg.....	110.1	109.0	102.6	79.69	79.59	77.78
Regina.....	115.2	113.5	108.1	85.02	86.11	80.83
Saskatoon.....	119.0	117.0	109.3	78.65	79.25	76.63
Edmonton.....	120.8	119.1	110.5	87.31	87.43	82.18
Vancouver.....	122.5	120.9	112.4	101.82	102.64	95.61
Victoria.....	120.9	118.1	116.1	89.25	90.56	84.91

\*Latest figures subject to revision.

SOURCE: *Employment and Average Weekly Wages and Salaries*, DBS.

TABLE C-2a—Estimates of Employees by Industry, Provinces and Canada

	Forestry	Mines, quarries and oil wells	Manufacturing			Construc- tion	Transpor- tation, commu- nication and other utilities	Trade	Finance, insurance and real estate	Service (commer- cial sector)†	Total specified industries
			Total	Non- durables	Durables						
(in thousands)											
Canada											
March 1966*	51.8	115.3	1,574.7	799.8	774.9	317.2	598.5	882.9	239.3	507.2	4,286.7
Feb. 1966†	60.5	115.0	1,565.6	794.8	770.8	311.3	597.7	871.3	239.1	501.9	4,262.5
March 1965.....	53.5	110.3	1,485.2	763.4	721.8	279.2	589.5	828.9	230.9	452.7	4,030.9
Newfoundland											
March 1966*	3.1	6.0	10.6	9.0	1.6	7.8	13.1	15.2	1.5	5.4	62.7
Feb. 1966†	3.7	6.1	10.4	8.6	1.8	7.5	13.0	14.8	1.5	5.2	62.3
March 1965.....	2.9	5.3	9.6	8.0	1.5	4.5	12.8	13.6	1.4	4.7	54.7
Prince Edward Island											
March 1966*	—	—	1.7	1.3	0.4	1.1	2.5	3.5	0.5	1.4	10.8
Feb. 1966†	—	—	1.9	1.4	0.4	1.1	2.5	3.4	0.6	1.4	11.0
March 1965.....	0.1	—	1.4	1.1	0.3	0.8	2.1	3.5	0.5	1.5	10.0
Nova Scotia											
March 1966*	1.5	7.1	31.1	15.8	15.3	9.5	21.9	26.8	5.6	10.7	114.4
Feb. 1966†	1.9	7.5	30.4	15.3	15.1	9.1	22.6	26.5	5.6	10.7	114.2
March 1965.....	1.5	7.7	29.8	15.0	14.9	8.6	22.6	25.3	5.5	10.3	111.4
New Brunswick											
March 1966*	3.1	2.3	22.9	14.3	8.6	10.1	22.8	21.9	4.0	8.5	95.7
Feb. 1966†	3.8	2.2	22.5	13.9	8.6	9.7	24.2	21.5	4.0	8.4	96.4
March 1965.....	3.5	2.1	22.4	13.9	8.5	6.8	23.3	20.5	4.1	6.9	89.6
Quebec											
March 1966*	10.4	25.7	493.2	307.1	186.1	89.0	154.9	226.5	68.8	136.6	1,205.1
Feb. 1966†	15.4	25.2	489.7	305.6	184.0	91.3	154.7	223.6	68.6	136.6	1,205.1
March 1965.....	11.0	25.0	466.3	294.7	171.7	85.9	152.0	216.3	66.5	122.5	1,145.7
Ontario											
March 1966*	11.1	33.2	787.4	345.8	441.5	114.8	196.7	346.1	103.6	201.8	1,794.6
Feb. 1966†	12.5	33.1	784.9	344.8	440.1	109.4	195.0	342.0	103.4	199.0	1,779.3
March 1965.....	11.7	32.3	739.7	326.3	413.4	102.0	196.3	326.6	100.3	181.6	1,691.0
Manitoba											
March 1966*	1.1	5.3	45.1	26.8	18.3	11.2	44.1	48.4	11.5	25.4	192.2
Feb. 1966†	1.3	5.3	44.5	26.6	18.0	11.1	43.9	47.7	11.6	25.5	190.9
March 1965.....	1.2	5.2	44.3	27.4	16.9	10.1	43.2	43.9	11.7	22.7	182.4
Saskatchewan											
March 1966*	0.2	5.1	14.4	9.4	5.0	11.4	24.6	35.6	7.4	15.9	114.6
Feb. 1966†	0.4	5.2	14.3	9.2	5.0	10.8	24.4	35.0	7.3	15.4	112.7
March 1965.....	0.2	4.3	13.9	9.0	4.9	8.8	24.0	32.8	7.0	13.4	104.3
Alberta											
March 1966*	2.0	19.7	47.9	25.4	22.5	28.7	46.4	69.7	13.7	40.7	268.9
Feb. 1966†	2.0	19.7	47.3	25.0	22.3	28.4	46.3	69.1	13.8	40.3	267.0
March 1965.....	2.7	18.9	43.6	24.4	19.2	23.8	45.6	63.6	13.2	37.3	248.8
British Columbia											
March 1966*	19.2	9.0	120.3	44.8	75.5	33.3	70.5	88.8	22.5	59.7	423.4
Feb. 1966†	19.5	8.9	119.8	44.3	75.5	32.8	70.0	87.4	22.6	58.5	419.5
March 1965.....	18.8	7.8	114.1	43.7	70.4	27.7	66.7	82.4	20.7	51.5	389.6

\*Preliminary. †Revised. ‡Estimates may not add to totals due to rounding.

BASIS: 1960 Standard Industrial Classification. SOURCE: *Estimates of Employees by Province and Industry*. DBS.



TABLE C-3—Industry Summary of Employment and Average Weekly Wages and Salaries

Industries	Employment Index Numbers*			Average Weekly Wages and Salaries		
	March 1966	Feb. 1966	March 1965	March 1966	Feb. 1966	March 1965
	(1961=100)			\$	\$	\$
MINING, INCLUDING MILLING.....	106.1	106.0	102.0	118.81	119.10	110.70
Metals.....	103.4	103.7	99.4	117.44	116.05	110.32
Mineral fuels.....	98.7	100.5	100.7	120.32	122.05	113.68
Non-metals except fuels.....	101.4	98.7	100.2	112.00	112.74	102.14
Quarries and sand pits.....	108.7	97.3	90.0	101.17	98.39	92.41
Services incidental to mining.....	147.0	148.8	130.9	134.96	140.63	121.15
MANUFACTURING.....	120.5	119.9	113.5	99.37	98.91	94.75
Durable goods.....	132.6	131.9	122.8	107.00	106.61	103.58
Non-durable goods.....	110.8	110.2	106.0	92.06	91.52	86.55
Food and beverages.....	100.9	99.3	96.8	87.46	87.20	83.34
Foods.....	100.8	99.3	96.6	84.67	84.30	80.75
Beverages.....	101.7	99.5	97.8	104.65	105.18	99.19
Tobacco processing and products.....	95.3	115.8	97.1	96.50	90.49	88.84
Rubber products.....	123.6	122.1	115.5	103.70	101.25	94.97
Leather products.....	103.2	103.5	102.4	66.96	66.59	62.97
Textile products.....	120.6	121.4	117.9	80.72	79.93	76.01
Knitting mills.....	117.8	117.9	109.1	62.74	62.54	59.33
Clothing.....	116.0	115.5	113.9	61.29	61.25	57.82
Wood products.....	112.0	112.5	109.7	87.38	87.97	82.07
Furniture and fixtures.....	127.8	129.0	118.5	79.76	79.31	76.46
Paper and allied industries.....	112.7	111.8	106.3	116.58	116.26	107.28
Printing, publishing and allied industries.....	110.0	108.5	103.8	106.43	105.53	101.58
Primary metal industries.....	121.5	122.0	115.8	117.69	116.58	114.45
Metal fabricating industries.....	133.8	132.9	119.9	104.25	103.84	99.75
Machinery, except electrical.....	146.0	144.7	134.5	113.19	112.15	107.95
Transportation equipment.....	152.9	150.9	138.6	117.92	118.62	120.38
Electrical products.....	135.9	134.4	125.1	104.31	103.08	98.76
Non-metallic mineral products.....	121.5	120.0	113.0	102.15	104.49	97.83
Petroleum and coal products.....	95.7	94.6	96.2	147.00	146.60	131.78
Chemicals and chemical products.....	115.5	114.2	108.0	112.19	112.01	107.28
Miscellaneous manufacturing industries.....	125.4	124.2	117.6	86.83	86.89	83.16
CONSTRUCTION.....	112.2	111.2	97.1	116.51	116.40	106.54
Building.....	119.2	115.9	103.4	113.93	112.67	104.54
Engineering.....	98.7	102.1	84.7	122.51	124.25	111.32
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES.....	100.4	100.2	99.1	102.00	103.49	96.31
Transportation.....	94.9	95.1	95.9	100.94	103.19	95.89
Storage.....	106.2	104.0	99.2	85.83	88.90	83.90
Communication.....	113.4	112.4	106.3	98.70	98.59	91.96
TRADE.....	117.8	115.9	109.3	75.75	76.00	72.57
Wholesale trade.....	114.1	113.4	106.2	94.24	94.57	89.95
Retail trade.....	119.9	117.3	111.0	65.69	65.75	63.34
FINANCE, INSURANCE AND REAL ESTATE.....	118.6	118.5	115.0	92.22	90.88	86.68
Financial institutions.....	122.5	122.4	117.6	89.17	88.78	83.48
Insurance and real estate.....	113.2	113.1	111.5	96.86	94.09	91.39
SERVICE.....	131.0	129.4	118.1	69.08	69.29	61.16
Recreational services.....	116.5	111.6	102.9	57.97	58.76	55.88
Business services.....	147.8	146.3	129.2	107.06	106.59	97.96
Personal services.....	123.1	122.0	112.7	52.15	52.42	49.40
Miscellaneous services.....	146.3	144.2	132.1	73.41	74.37	68.29
Services to buildings and dwellings.....	185.7	179.8	157.4	48.97	50.28	47.59
INDUSTRIAL COMPOSITE.....	115.1	114.5	108.4	94.99	95.09	90.03

\*Latest figures subject to revision.

NOTE: Information for other industries is given in *Employment and Average Weekly Wages and Salaries, DBS*.

**TABLE C-5—Hours and Earnings, Hourly-Rated Wage-Earners, by Industry**

Industry	Average Weekly Hours			Average Hourly Earnings			Average Weekly Wages		
	Mar.	Feb.	Mar.	Mar.	Feb.	Mar.	Mar.	Feb.	Mar.
	1966	1966	1965	1966	1966	1965	1966	1966	1965
				\$	\$	\$	\$	\$	\$
<b>MINING, INCLUDING MILLING</b> .....	42.6	43.0	43.1	2.57	2.57	2.40	109.66	110.35	103.16
Metals.....	42.2	41.8	42.3	2.63	2.62	2.48	111.21	109.75	104.76
Mineral fuels.....	39.7	41.9	42.9	2.26	2.26	2.11	89.71	94.61	90.40
Non-metals, except fuels.....	42.8	43.2	41.9	2.46	2.47	2.30	105.40	106.65	96.44
Quarries and sand pits.....	45.6	44.2	46.2	2.10	2.08	1.91	95.98	91.79	88.19
Services incidental to mining.....	47.0	49.8	48.0	2.82	2.83	2.53	132.53	140.81	121.59
<b>MANUFACTURING</b> .....	41.2	41.2	41.3	2.22	2.20	2.11	91.20	90.76	87.11
Durable goods.....	41.7	41.8	42.2	2.40	2.39	2.30	99.89	99.65	97.33
Non-durable goods.....	40.6	40.6	40.4	2.03	2.01	1.90	82.26	81.64	76.93
Food and beverages.....	40.5	40.2	40.3	1.95	1.94	1.86	78.95	78.15	75.12
Foods.....	40.4	40.1	40.3	1.89	1.89	1.81	76.53	75.55	72.77
Beverages.....	40.8	41.1	40.7	2.38	2.38	2.27	97.11	97.88	92.57
Tobacco processing and products.....	36.5	38.5	36.6	2.38	2.12	2.19	86.87	81.55	80.10
Rubber products.....	42.3	40.8	41.7	2.30	2.31	2.12	97.29	94.48	88.31
Leather products.....	40.5	40.6	40.5	1.52	1.51	1.43	61.43	61.22	57.80
Textile products.....	42.1	42.1	41.7	1.70	1.69	1.61	71.54	70.89	67.13
Miscellaneous textiles.....	39.8	40.9	41.1	1.55	1.51	1.45	61.59	61.91	59.63
Knitting mills.....	41.6	42.1	41.9	1.35	1.35	1.27	56.40	56.60	53.26
Clothing.....	38.1	38.3	38.0	1.47	1.46	1.38	55.85	55.85	52.63
Wood products.....	40.8	41.3	40.9	2.05	2.04	1.92	83.83	84.48	78.47
Furniture and fixtures.....	42.4	42.2	42.7	1.74	1.74	1.66	73.78	73.37	71.00
Paper and allied industries.....	41.6	41.7	41.5	2.62	2.61	2.40	109.28	109.01	99.52
Pulp and paper mills.....	41.8	42.0	41.5	2.88	2.86	2.59	120.25	120.29	107.55
Printing, publishing and allied industries.....	39.3	39.1	39.3	2.70	2.68	2.56	105.95	104.92	100.49
Primary metal industries.....	40.9	40.7	41.3	2.71	2.70	2.63	110.78	109.62	108.52
Iron and steel mills.....	40.4	40.4	41.2	2.87	2.87	2.81	116.08	115.97	115.45
Metal fabricating industries.....	42.2	42.2	42.3	2.33	2.32	2.22	98.48	98.09	93.82
Machinery, except electrical.....	42.4	42.5	42.6	2.51	2.50	2.40	106.73	106.43	102.03
Transportation equipment.....	41.7	42.1	44.1	2.66	2.67	2.63	111.13	112.11	115.99
Aircraft and parts.....	42.8	43.6	41.6	2.57	2.59	2.39	110.05	112.95	99.69
Motor vehicles.....	41.5	42.0	45.7	2.76	2.77	2.79	114.61	116.19	127.32
Assembling.....	41.9	42.3	47.5	2.91	2.94	2.95	121.93	124.26	139.93
Parts and accessories.....	41.4	41.9	44.1	2.68	2.67	2.68	110.84	111.93	118.39
Shipbuilding and repairing.....	42.7	40.5	41.6	2.55	2.50	2.43	108.99	101.20	101.01
Electrical products.....	41.5	41.2	41.3	2.21	2.19	2.09	91.74	90.41	86.20
Communications equipment.....	41.1	40.6	41.8	2.11	2.07	1.97	86.78	83.98	82.22
Non-metallic mineral products.....	42.9	43.2	42.5	2.28	2.27	2.14	97.97	98.17	90.95
Petroleum and coal products.....	42.8	42.6	41.2	3.10	3.06	2.83	132.65	130.56	116.64
Chemical and chemical products.....	41.2	41.4	40.8	2.36	2.36	2.29	97.37	97.53	93.27
Miscellaneous manufacturing industries.....	41.5	41.6	41.5	1.79	1.79	1.71	74.38	74.76	70.81
<b>CONSTRUCTION</b> .....	41.4	41.4	41.0	2.76	2.75	2.53	114.35	113.38	103.59
Building.....	40.1	39.6	39.6	2.80	2.78	2.58	112.22	110.18	102.02
General contractors.....	40.2	39.8	39.5	2.74	2.71	2.46	110.05	107.66	97.31
Special trade contractors.....	39.9	39.5	39.6	2.86	2.85	2.68	114.19	112.44	106.34
Engineering.....	44.6	45.5	44.7	2.68	2.68	2.41	119.72	122.12	107.68
Highways, bridges and streets.....	44.8	45.6	43.4	2.24	2.25	2.13	100.48	102.52	92.26
Other engineering.....	44.3	45.4	45.6	3.05	3.00	2.60	135.88	136.15	118.89
<b>OTHER INDUSTRIES:</b>									
Urban transit.....	42.0	42.8	42.8	2.57	2.58	2.35	107.97	110.22	100.49
Highway and bridge maintenance.....	40.2	42.6	39.0	1.97	1.95	1.88	79.10	83.26	73.17
Laundries, cleaners and pressers.....	39.1	38.7	38.9	1.29	1.28	1.20	50.37	49.60	46.57
Hotels, restaurants and taverns.....	35.5	35.9	36.0	1.29	1.28	1.21	46.02	45.78	43.40

\*Durable manufactured goods industries. Latest figures subject to revision.

SOURCE: *Man-Hours and Hourly Earnings*, DBS.



TABLE C-4—Hours and Earnings in Manufacturing, Hourly-Rated Wage-Earners, by Province

	Average Hours Worked			Average Hourly Earnings*		
	March 1966	February 1966	March 1965	March 1966 \$	February 1966 \$	March 1965 \$
Newfoundland.....	41.5	40.2	40.4	1.92	1.91	1.78
Nova Scotia.....	41.6	40.4	41.7	1.85	1.85	1.82
New Brunswick.....	42.2	42.8	42.9	1.88	1.88	1.77
Quebec.....	42.2	42.1	42.0	1.98	1.96	1.85
Ontario.....	41.1	41.2	41.5	2.34	2.33	2.25
Manitoba.....	40.4	40.1	40.2	1.89	1.87	1.81
Saskatchewan.....	39.2	39.5	38.9	2.22	2.21	2.14
Alberta (includes Northwest Territories).....	39.4	40.3	40.1	2.22	2.20	2.08
British Columbia (includes Yukon Territory).....	37.9	38.4	38.1	2.73	2.71	2.58

\*Includes shift differential, premium pay for overtime, pay for paid holidays, pay for paid sick leave if paid through payroll but not if paid under insurance plan, incentive bonus but not annual bonus.

NOTE: Information on hours and earnings by cities obtainable from *Man-Hours and Hourly Earnings*, DBS. The latest figures are subject to revision.

SOURCE: *Man-Hours and Hourly Earnings*, DBS.

TABLE C-6—Earnings and Hours of Hourly-Rated Wage-Earners in Manufacturing

Period	Hours Worked Per Week	Average Hourly Earnings \$	Average Weekly Wages \$	Index Number of Average Weekly Wages (1961=100)	
				Current Dollars	1961 Dollars
Monthly Average:					
1961.....	40.6	1.83	74.45	100.0	100.0
1962.....	40.7	1.88	76.75	103.1	101.9
1963.....	40.8	1.95	79.51	106.8	103.7
1964.....	41.0	2.02	82.96	111.4	106.3
Last Pay Period in:					
1965—March.....	41.3	2.11	87.11	117.0	109.8
April.....	41.1	2.12	87.03	116.9	109.4
May.....	41.1	2.11	86.66	116.4	103.2
June.....	41.2	2.11	86.87	116.7	108.1
July.....	40.8	2.09	85.38	114.7	106.3
August.....	41.1	2.09	86.10	115.6	107.4
September.....	41.4	2.13	88.08	118.3	109.7
October.....	41.6	2.15	89.53	120.3	110.8
November.....	41.5	2.16	89.81	120.6	110.7
December.....	39.7	2.18	86.40	116.1	106.3
1966—January.....	40.9	2.19	89.65	120.4	109.5
February*.....	41.2	2.20	90.76	121.9	110.6
March†.....	41.2	2.22	91.20	122.5	110.5

\*Revised. †Preliminary.

NOTE: The index of average weekly wages in 1949 dollars is computed by dividing the index of average weekly wages in current dollars by the Consumer Price Index. For a more complete statement of uses and limitations of the adjusted figures see *Man-Hours and Hourly Earnings*.

SOURCE: *Man-Hours and Hourly Earnings*, DBS.

## D—Manpower Division

Statistics presented in the following tables relate to registrations for employment and vacancies notified by employers at Canada Manpower Centres (formerly NES offices). These

data are derived from reports prepared in the Centres and processed in the Unemployment Insurance Section, Dominion Bureau of Statistics. See also Technical Note, page 491, August issue.

**TABLE D-1—Unfilled Vacancies and Registrations on Hand**

Period	Unfilled Vacancies†			Registrations on Hand		
	Male	Female	Total	Male	Female	Total
End of:						
September 1961.....	14,645	17,066	31,711	216,358	101,260	317,618
September 1962.....	20,197	20,658	40,855	188,844	97,890	286,734
September 1963.....	24,950	22,037	46,987	187,793	99,162	286,955
September 1964.....	33,617	23,611	57,228	173,988	104,907	278,895
September 1965.....	43,058	28,809	71,867	144,812	100,407	245,219
October 1965.....	38,929	23,901	62,830	155,644	104,993	260,637
November 1965.....	48,183	27,246	75,429	218,819	118,073	336,892
December 1965.....	30,037	20,866	50,903	316,440	125,750	442,190
January 1966.....	26,286	17,524	43,810	404,298	147,105	551,403
February 1966.....	26,192	18,699	44,891	414,592	149,214	563,806
March 1966.....	31,242	22,574	53,816	404,530	144,067	548,597
April 1966.....	39,156	26,386	65,542	356,280	138,646	494,926
May 1966.....	41,745	27,907	69,652	261,325	126,589	387,914
June 1966.....	40,805	26,173	66,978	233,965	146,798	380,763
July 1966.....	42,520	24,175	66,695	221,599	140,563	362,162
August 1966*.....	43,369	30,533	73,902	187,687	118,243	305,930
September 1966*.....						

\*Latest figures subject to revision. †Current vacancies only. Deferred vacancies are excluded. SOURCE: Manpower Division.

**TABLE D-2—Registrations Received, Vacancies Notified and Placements Effected by Year, 1962 to 1965 and by Month August 1965 to August 1966**

Year and month	Registrations Received		Vacancies Notified		Placements Effected	
	Male	Female	Male	Female	Male	Female
1962—Year.....	3,177,423	1,171,111	1,010,365	544,795	897,285	438,471
1963—Year.....	2,912,511	1,130,539	938,052	507,910	790,381	387,728
1964—Year.....	2,894,099	1,170,889	1,030,199	530,575	845,696	395,380
1965—Year.....	2,741,172	1,165,713	1,088,752	545,951	865,445	392,277
1965—August.....	203,613	98,611	102,786	60,863	78,643	42,910
September.....	204,572	102,142	116,261	55,870	90,690	41,419
October.....	192,182	92,918	92,067	39,869	73,120	29,113
November.....	276,347	113,148	116,125	47,977	84,320	31,113
December.....	303,524	102,536	72,004	45,614	70,786	42,187
1966—January.....	287,740	98,603	72,912	34,959	60,237	26,037
February.....	202,400	80,555	63,000	33,825	47,675	22,350
March.....	217,568	86,042	82,965	43,859	61,401	28,059
April.....	188,255	80,682	84,319	39,441	62,133	24,787
May.....	199,618	93,554	97,520	46,202	75,891	31,330
June.....	222,671	116,136	95,402	50,498	74,320	37,072
July.....	216,035	108,399‡	85,147	48,433	68,493	38,299
August*.....	208,276	101,535	102,760	58,267	76,157	39,645

\*Preliminary. ‡Revised. SOURCE: Manpower Division.



TABLE D-4—Registrations on Hand, by Occupation and by Sex, at August 31, 1966 (Preliminary)

Occupational group	Registrations on Hand		
	Male	Female	Total
Professional and managerial workers.....	7,662	2,702	10,364
Clerical workers.....	15,184	47,844	63,028
Sales workers.....	5,896	12,794	18,690
Personal and domestic service workers.....	25,703	20,784	46,487
Seamen.....	531	10	541
Agriculture, fishing, forestry (ex. log.).....	4,087	924	5,011
Skilled and semi-skilled workers.....	62,924	13,072	75,996
Food and kindred products (incl. tobacco).....	605	348	953
Textiles, clothing, etc.....	1,038	7,263	8,301
Lumber and lumber products.....	3,597	105	3,702
Pulp, paper (incl. printing).....	730	318	1,048
Leather and leather products.....	434	478	912
Stone, clay and glass products.....	200	31	231
Metalworking.....	9,557	1,092	10,649
Electrical.....	1,071	917	1,988
Transportation equipment.....	2,217	233	2,450
Mining.....	584	—	584
Construction.....	11,654	4	11,658
Transportation (except seamen).....	11,588	163	11,751
Communications and public utility.....	306	3	309
Trade and service.....	2,466	1,205	3,671
Other skilled and semi-skilled.....	11,324	672	11,996
Foremen.....	1,339	228	1,567
Apprentices.....	4,214	12	4,226
Unskilled workers.....	65,700	20,113	85,813
Food and tobacco.....	1,860	3,907	5,767
Lumber and lumber products.....	4,418	392	4,810
Metalworking.....	3,129	713	3,842
Construction.....	24,547	—	24,547
Other unskilled workers.....	31,746	15,101	46,847
GRAND TOTAL.....	187,687	118,243	305,930

SOURCE: Manpower Division.

TABLE D-5—Registrations on Hand, by Local Office Areas, at August 31, 1966

Registrations on Hand			Registrations on Hand			Registrations on Hand		
Office	Previous Year		Office	Previous Year		Office	Previous Year	
	* Aug. 31, 1966	Aug. 31, 1965		* Aug. 31, 1966	Aug. 31, 1965		* Aug. 31, 1966	Aug. 31, 1965
NEWFOUNDLAND.....	6,656	5,869	Springhill.....	244	196	QUEBEC.....	93,064	88,385
Corner Brook.....	2,072	1,044	Sydney.....	2,047	2,133	Alma.....	957	1,045
Grand Falls.....	481	427	Sydney Mines.....	430	427	Asbestos.....	454	224
St. John's.....	4,103	4,398	Truro.....	648	581	Baie Comeau.....	696	513
PRINCE EDWARD			Yarmouth.....	538	493	Beauharnois.....	908	653
ISLAND.....	1,062	975	NEW BRUNSWICK.....	9,755	8,450	Buckingham.....	339	380
Charlottetown.....	649	514	Bathurst.....	1,198	876	Causapscal.....	361	404
Summerside.....	413	461	Campbellton.....	699	757	Chandler.....	758	605
NOVA SCOTIA.....	11,299	10,450	Edmundston.....	452	436	Chicoutimi.....	1,364	1,495
Amherst.....	454	358	Fredericton.....	665	576	Cowansville.....	234	282
Bridgewater.....	531	443	Minto.....	152	169	Dolbeau.....	555	626
Halifax.....	4,172	3,685	Moncton†.....	2,478	1,969	Drummondville.....	1,641	1,407
Inverness.....	292	179	Newcastle.....	890	785	Farnham.....	279	164
Kentville.....	674	631	Saint John.....	2,462	1,921	Forestville.....	308	296
Liverpool.....	218	196	St. Stephen.....	270	340	Gaspé.....	557	423
New Glasgow.....	1,051	1,128	Sussex.....	255	219	Granby.....	1,165	1,008
			Woodstock.....	234	402	Hull.....	2,076	2,246

TABLE D-5—Registrations on Hand, by Local Office Areas, at August 31, 1966 (Concluded)

Registrations on Hand			Registrations on Hand			Registrations on Hand		
Office	Previous Year		Office	Previous Year		Office	Previous Year	
	* Aug. 31, 1966	Aug. 31, 1965		* Aug. 31, 1966	Aug. 31, 1965		* Aug. 31, 1966	Aug. 31, 1965
Joliette.....	2,800	3,123	Fort William.....	793	865	MANITOBA.....	9,890	10,510
Jonquière.....	1,710	1,802	Galt.....	680	870	Brandon.....	843	763
Lachute.....	349	309	Gananoque.....	95	115	Dauphin.....	321	284
Lac-Mégantic.....	487	455	Goderich.....	139	179	Flin Flon.....	106	132
La Malbaie.....	567	693	Guelph.....	866	915	Portage la Prairie.....	287	264
La Tuque.....	430	632	Hamilton.....	8,751	9,121	The Pas.....	133	211
Lévis.....	1,485	1,729	Hawkesbury.....	341	314	Winnipeg.....	8,200	8,856
Louiseville.....	490	490	Kapuskasing.....	327	320	SASKATCHEWAN.....	6,473	5,750
Magog.....	559	455	Kenora.....	403	298	Estevan.....	84	53
Maniwaki.....	311	306	Kingston.....	1,491	1,381	Lloydminster.....	90	64
Matane.....	520	503	Kirkland Lake.....	410	522	Moose Jaw.....	594	571
Mont-Laurier.....	277	336	Kitchener.....	1,903	1,305	North Battleford.....	388	313
Montmagny.....	618	646	Leamington.....	434	391	Prince Albert.....	711	653
Montréal.....	34,113	32,127	Lindsay.....	840	799	Regina.....	2,013	1,732
New Richmond.....	477	548	Listowel.....	98	61	Saskatoon.....	1,870	1,695
Port Alfred.....	368	382	London.....	3,564	2,792	Swift Current.....	171	154
Québec.....	10,354	7,982	Long Branch.....	2,809	2,951	Weyburn.....	127	57
Rimouski.....	1,251	1,016	Midland.....	347	293	Yorkton.....	425	458
Rivière-du-Loup.....	1,272	1,023	Napanee.....	318	260	ALBERTA.....	13,022	13,033
Roberval.....	855	807	New Liskeard.....	267	184	Blairmore.....	116	146
Rouyn.....	1,105	1,058	Newmarket.....	668	684	Calgary.....	4,366	5,048
Ste. Agathe des Monts.....	235	250	Niagara Falls.....	1,497	1,030	Drumheller.....	208	132
Ste. Anne de Bellevue.....	549	582	North Bay.....	665	616	Edmonton.....	5,522	5,391
Ste. Thérèse.....	1,172	1,559	Oakville.....	755	1,688	Edson.....	111	91
St. Hyacinthe.....	842	921	Orillia.....	595	525	Grande Prairie.....	476	416
St. Jean.....	1,106	1,310	Oshawa.....	12,004	11,286	Lethbridge.....	979	889
St. Jérôme.....	1,383	1,084	Ottawa.....	4,598	4,591	Medicine Hat.....	571	406
Sept-Îles.....	1,045	1,087	Owen Sound.....	651	677	Red Deer.....	673	514
Shawinigan.....	1,777	1,772	Parry Sound.....	87	56	BRITISH COLUMBIA.....	38,004	31,537
Sherbrooke.....	3,260	3,521	Pembroke.....	768	801	Abbotsford.....	603	355
Sorel.....	1,056	1,124	Perth.....	160	163	Chilliwack.....	650	656
Thetford Mines.....	1,587	1,351	Peterborough.....	1,939	1,704	Courtenay.....	617	600
Trois-Rivières.....	2,187	1,957	Picton.....	142	158	Cranbrook.....	516	366
Val-d'Or.....	660	711	Port Arthur.....	1,063	946	Dawson Creek.....	507	512
Valleyfield.....	1,381	1,103	Port Colborne.....	511	395	Duncan.....	574	454
Victoriaville.....	911	946	Prescott.....	180	276	Kamloops.....	1,133	1,098
Ville St. Georges.....	863	914	Renfrew.....	242	254	Kelowna.....	800	912
ONTARIO.....	116,705	109,800	St. Catharines.....	5,611	3,934	Nanaimo.....	946	507
Arnprior.....	152	158	St. Thomas.....	466	538	Nelson.....	471	361
Barrie.....	1,140	926	Sarnia.....	2,118	1,238	New Westminster.....	6,031	4,376
Belleville.....	1,458	1,178	Sault Ste. Marie.....	1,630	1,588	Penticton.....	610	808
Bracebridge.....	292	281	Simcoe.....	560	523	Port Alberni.....	474	378
Brampton.....	1,151	1,255	Smiths Falls.....	268	201	Prince George.....	1,073	890
Brantford.....	1,764	2,048	Stratford.....	392	195	Prince Rupert.....	586	524
Brockville.....	324	247	Sturgeon Falls.....	130	198	Quesnel.....	331	265
Carleton Place.....	155	174	Sudbury.....	1,907	1,433	Trail.....	460	375
Chatham.....	1,588	792	Tillsonburg.....	232	316	Vancouver.....	17,796	14,940
Cobourg.....	985	961	Timmins.....	999	952	Vernon.....	758	720
Collingwood.....	386	293	Toronto.....	27,543	27,032	Victoria.....	2,986	2,324
Cornwall.....	1,226	1,211	Trenton.....	579	667	Whitehorse.....	82	116
Elliot Lake.....	195	170	Walkerton.....	241	272	CANADA.....	305,930	284,759
Fort Erie.....	327	274	Wallaceburg.....	494	129	Males.....	187,687	173,158
Fort Frances.....	204	224	Welland.....	1,613	1,852	Females.....	118,243	111,601
			Weston.....	2,231	2,152			
			Windsor.....	6,644	6,275			
			Woodstock.....	299	327			

\*Preliminary. †Includes registrations reported by the Iles-de-la-Madeleine, Que. local office. SOURCE: Manpower Division.



**TABLE D-3—Placements Effected, by Industry and by Sex, in August 1966 (Preliminary)**

<i>Industry group</i>	<i>Male</i>	<i>Female</i>	<i>Total</i>	<i>Change from August, 1965</i>
AGRICULTURE, FISHING, TRAPPING.....	15,210	6,644	21,854	— 1,895
FORESTRY.....	1,164	19	1,183	— 1,108
MINING, QUARRYING AND OIL WELLS.....	1,053	81	1,134	+ 69
Metal mining.....	603	15	618	— 5
Fuels.....	181	47	228	+ 51
Non-Metal mining.....	78	3	81	+ 34
Quarrying, clay and sand pits.....	98	—	98	— 56
Prospecting.....	93	16	109	+ 45
MANUFACTURING.....	16,651	12,145	28,796	— 2,537
Foods and beverages.....	2,740	5,018	7,758	— 1,628
Tobacco and tobacco products.....	32	28	60	+ 31
Rubber products.....	216	145	361	+ 62
Leather products.....	244	321	565	— 32
Textile products (except clothing).....	746	484	1,230	— 18
Clothing (textile and fur).....	525	1,946	2,471	+ 158
Wood products.....	2,103	248	2,351	— 614
Paper products.....	882	254	1,136	— 584
Printing, publishing and allied industries.....	782	512	1,294	— 240
Iron and steel products.....	3,257	502	3,759	+ 81
Transportation equipment.....	1,577	437	2,014	— 353
Non-ferrous metal products.....	556	237	793	+ 25
Electrical apparatus and supplies.....	943	923	1,866	+ 395
Non-metallic mineral products.....	668	90	758	— 46
Products of petroleum and coal.....	46	19	65	+ 8
Chemical products.....	601	314	915	+ 48
Miscellaneous manufacturing industries.....	733	667	1,400	+ 170
CONSTRUCTION.....	13,011	242	13,253	— 1,237
General contractors.....	8,917	147	9,064	— 899
Special trade contractors.....	4,094	95	4,189	— 338
TRANSPORTATION, STORAGE AND COMMUNICATION.....	6,599	413	7,012	+ 494
Transportation.....	6,057	221	6,278	+ 644
Storage.....	408	67	475	— 141
Communication.....	134	125	259	— 9
PUBLIC UTILITY OPERATION.....	257	46	303	— 197
TRADE.....	8,803	5,251	14,054	+ 376
Wholesale.....	4,098	1,594	5,692	+ 54
Retail.....	4,705	3,657	8,362	+ 322
FINANCE, INSURANCE AND REAL ESTATE.....	575	1,135	1,710	— 50
SERVICE.....	12,834	13,669	26,503	+ 334
Community or public service.....	1,035	1,630	2,665	+ 73
Government service.....	3,296	998	4,294	— 139
Recreation service.....	1,509	450	1,959	+ 424
Business service.....	2,954	1,203	4,157	+ 952
Personal service.....	4,040	9,388	13,428	— 976
GRAND TOTAL.....	76,157	39,645	115,802	— 5,751

SOURCE: Manpower Division.

## E—Unemployment Insurance

Unemployment insurance statistics are concerned with numbers of persons covered by insurance and claimants for benefit at Unemployment Insurance Commission local offices. The data are compiled in the Unemployment Insurance Section, Dominion Bureau of Statistics, from information supplied

by the UIC. The source for Tables E-1 to E-4 is *The Statistical Report on the Operation of the Unemployment Insurance Act*, published by DBS. For further information regarding the nature of the data see Technical Note, page 646.

**TABLE E-1**—Estimates of the Insured Population under the Unemployment Insurance Act

<i>End of</i>	<i>Total</i>	<i>Employed</i>	<i>Claimants</i>
1966—June.....	4,779,000	4,597,700	181,300
May.....	4,687,000	4,469,400	217,600
April.....	4,883,000	4,469,100	413,900
March.....	4,902,000	4,404,000	498,000
February.....	4,911,000	4,380,500	530,500
January.....	4,889,000	4,377,200	511,800
1965—December.....	4,821,000	4,403,000	418,000
November.....	4,754,000	4,509,400	244,600
October.....	4,680,000	4,509,600	170,400
September.....	4,678,000	4,520,700	157,300
August.....	4,696,000	4,523,500	172,500
July.....	4,650,000	4,465,600	184,400
June.....	4,601,000	4,420,300	180,700

**TABLE E-4**—Benefit Payments, by Province, July 1966

<i>Province</i>	<i>Weeks Paid*</i>	<i>Amount of Benefit Paid</i>
Newfoundland.....	13,807	\$ 307,229
Prince Edward Island.....	2,456	53,883
Nova Scotia.....	27,871	626,522
New Brunswick.....	23,859	554,223
Quebec.....	181,792	4,291,133
Ontario.....	214,847	5,257,169
Manitoba.....	17,609	372,625
Saskatchewan.....	10,729	229,110
Alberta.....	22,267	501,488
British Columbia (including Yukon Territory).....	61,665	1,467,709
Total, Canada, July 1966.....	576,902	13,661,091
Total, Canada, June 1966.....	618,594	14,712,301
Total, Canada, July 1965.....	496,284	11,828,778

\*Weeks paid represents the total of complete and partial weeks of benefit paid during the month.

**TABLE E-3**—Initial and Renewal Claims for Benefit, by Province, July 1966

<i>Province</i>	<i>Claims filed at Local Offices</i>			<i>Disposal of Claims and Claims Pending at End of Month</i>			
	<i>Total*</i>	<i>Initial</i>	<i>Renewal</i>	<i>Total Disposed of†</i>	<i>Entitled to Benefit</i>	<i>Not Entitled to Benefit</i>	<i>Pending</i>
Newfoundland.....	1,753	1,472	281	1,849	1,297	552	568
Prince Edward Island.....	291	222	69	317	206	111	85
Nova Scotia.....	2,744	1,907	837	2,741	1,751	990	909
New Brunswick.....	2,907	2,052	855	2,861	1,850	1,011	912
Quebec.....	25,017	16,962	8,055	22,450	12,876	9,574	10,794
Ontario.....	42,261	27,501	14,760	37,795	16,655	21,140	15,516
Manitoba.....	1,700	1,348	352	1,561	944	617	561
Saskatchewan.....	873	698	175	864	545	319	290
Alberta.....	2,207	1,661	546	2,142	1,303	839	787
British Columbia (incl. Yukon Territory).....	7,315	5,033	2,282	8,275	5,120	3,155	2,563
Total, Canada, July 1966.....	87,068	58,856	28,212	80,855	42,547	38,308	32,985
Total, Canada, June 1966.....	68,442	49,378	19,064	70,901	42,852	28,049	26,772
Total, Canada, July 1965.....	86,109	59,840	26,269	72,263	40,771	31,492	43,461

\*In addition, revised claims received numbered 27,568. †In addition, 26,289 revised claims were disposed of. Of these, 2,085 were special requests not granted and 954 appeals by claimants. There were 7,584 revised claims pending at the end of the month.



TABLE E-2—Claimants Currently Reporting to Local Offices by Number of Weeks on Claim, Province and Sex, at July 31, 1966

Province and sex	Total claimants	Number of weeks on claim (based on 20 per cent sample)				Total Claimants	
		1-4	5-13	14-26	27 or more*	June 30, 1966	July 30, 1965
CANADA.....	195,996	93,349	45,906	34,837	21,904	181,311	184,426
Male.....	115,472	60,649	24,772	18,188	11,863	106,754	106,205
Female.....	80,524	32,700	21,134	16,649	10,041	74,557	78,221
NEWFOUNDLAND.....	4,749	2,089	1,185	1,021	454	5,219	4,073
Male.....	3,449	1,678	807	709	255	4,045	2,901
Female.....	1,300	411	378	312	199	1,174	1,172
PRINCE EDWARD ISLAND.....	755	396	172	96	91	694	740
Male.....	486	314	86	19	67	413	487
Female.....	269	82	86	77	24	281	253
NOVA SCOTIA.....	8,806	3,013	2,199	2,057	1,537	9,106	8,171
Male.....	5,971	2,240	1,416	1,279	1,036	6,267	5,571
Female.....	2,835	773	783	778	501	2,839	2,600
NEW BRUNSWICK.....	8,072	3,316	2,201	1,511	1,044	8,143	6,970
Male.....	5,610	2,391	1,655	965	599	5,658	4,682
Female.....	2,462	925	546	546	445	2,485	2,288
QUEBEC.....	58,684	26,902	15,333	10,729	5,720	58,771	58,643
Male.....	35,493	17,181	9,034	6,159	3,119	37,520	36,981
Female.....	23,191	9,721	6,299	4,570	2,601	21,251	21,662
ONTARIO.....	80,634	45,153	15,494	11,532	8,455	60,975	70,320
Male.....	46,354	29,748	7,020	5,211	4,375	30,826	37,320
Female.....	34,280	15,405	8,474	6,321	4,080	30,149	33,000
MANITOBA.....	5,651	1,879	1,646	1,294	832	6,062	6,759
Male.....	2,716	956	653	610	497	3,109	3,423
Female.....	2,935	923	993	684	335	2,953	3,336
SASKATCHEWAN.....	3,119	1,019	726	787	587	3,451	3,357
Male.....	1,257	348	295	324	290	1,470	1,425
Female.....	1,862	671	431	463	297	1,981	1,932
ALBERTA.....	6,321	2,161	1,690	1,553	917	7,073	7,419
Male.....	3,231	1,103	815	826	487	3,763	3,749
Female.....	3,090	1,058	875	727	430	3,310	3,670
BRITISH COLUMBIA.....	19,205	7,421	5,260	4,257	2,267	21,817	17,974
Male.....	10,905	4,690	2,991	2,086	1,138	13,683	9,666
Female.....	8,300	2,731	2,269	2,171	1,129	8,134	8,308

\*The bulk of the cases in this group were on claim from 27-39 weeks.

NOTE: Values less than 50 subject to relatively large sampling variability.

## F—Prices

**TABLE F-1—Total and Main Components of the Consumer Price Index**

	<i>Total</i>	<i>Food</i>	<i>Housing</i>	<i>Clothing</i>	<i>Trans- portation</i>	<i>Health and Personal Care</i>	<i>Recreation and Reading</i>	<i>Tobacco and Alcohol</i>
(1949=100)								
1961—Year.....	129.2	124.0	133.2	112.5	140.6	155.3	146.1	116.3
1962—Year.....	130.7	126.2	134.8	113.5	140.4	158.3	147.3	117.8
1963—Year.....	133.0	130.3	136.2	116.3	140.4	162.4	149.3	118.1
1964—Year.....	135.4	132.4	138.4	119.2	142.0	167.8	151.8	120.2
1965—Year.....	138.7	135.9	140.9	121.4	147.3	175.5	154.3	122.3
1965—September.....	139.1	136.4	141.5	121.4	148.7	176.0	154.0	122.6
October.....	139.3	135.7	141.6	123.2	148.7	177.0	154.2	122.6
November.....	140.2	138.2	142.0	123.7	148.7	177.9	155.0	122.3
December.....	140.8	139.6	142.4	123.8	148.8	177.9	155.4	122.3
1966—January.....	141.2	140.6	142.9	122.7	149.1	178.1	155.4	123.1
February.....	142.1	142.5	143.1	123.3	150.0	178.1	156.4	123.4
March.....	142.4	143.4	143.3	124.2	150.0	178.1	156.6	123.4
April.....	143.2	143.7	143.7	125.3	150.7	179.2	157.6	125.0
May.....	143.4	143.8	144.2	125.0	151.1	180.7	159.2	125.1
June.....	143.8	144.2	144.4	125.3	151.2	181.2	159.3	125.1
July.....	144.3	146.0	144.8	125.2	151.2	181.0	159.3	125.1
August.....	144.9	148.1	145.0	124.8	150.6	181.3	159.6	125.1
September.....	145.1	147.1	145.4	127.0	151.2	181.3	158.8	126.4

NOTE: 1957 weighted.

Calculated by the Prices Division, Dominion Bureau of Statistics.

**TABLE F-2—Consumer Price Indexes for Regional Cities of Canada at the Beginning of August 1966**

	<i>All-Items</i>			<i>Food</i>	<i>Housing</i>	<i>Clothing</i>	<i>Trans- portation</i>	<i>Health and Personal Care</i>	<i>Recreation and Reading</i>	<i>Tobacco and Alcohol</i>
	<i>Aug. 1965</i>	<i>July 1966</i>	<i>Aug. 1966</i>							
(1949=100)										
St. John's, Nfld.*.....	124.5	126.3	127.1	129.1	117.6	119.0	122.0	167.8	151.2	116.9
Halifax.....	135.5	138.5	139.0	142.0	137.1	133.3	139.3	176.3	173.9	127.0
Saint John.....	137.8	140.9	141.8	147.0	135.8	133.8	147.6	197.8	159.8	126.6
Montreal.....	138.7	142.2	142.6	152.3	138.5	115.1	166.7	188.2	162.1	128.0
Ottawa.....	139.2	144.4	145.2	150.8	140.0	129.7	166.5	190.5	154.2	132.5
Toronto.....	140.5	147.2	147.9	149.3	146.2	133.6	151.5	180.9	197.8	130.1
Winnipeg.....	135.4	139.2	140.1	146.9	130.8	131.0	141.2	194.7	146.9	138.7
Saskatoon-Regina.....	132.6	136.1	136.7	143.9	129.6	138.6	137.7	159.3	153.1	125.8
Edmonton-Calgary.....	130.9	134.5	135.4	138.3	129.9	135.0	135.6	182.7	149.7	121.1
Vancouver.....	135.5	138.5	139.0	141.4	136.7	128.4	152.2	159.9	157.0	123.9

\*St. John's index on the base June 1951=100. Compare actual levels of prices as between cities.

NOTE: Indexes above measure percentage changes in prices over time in each city and should not be used to



## G—Strikes and Lockouts

Statistical information on work stoppages in Canada is compiled by the Economics and Research Branch of the Canada Department of Labour on the basis of reports from the Manpower Division, Department of Manpower and Immigration. The first three tables in this section cover strikes and lockouts which amount to ten or more man-days. The number of workers

involved includes all workers reported on strike or locked out, whether or not they all belonged to the union directly involved in the disputes leading to the work stoppages. Workers indirectly affected, such as those laid off as a result of a work stoppage, are not included. For further notes on the series, see page 492, August issue.

**TABLE G-1—Strikes and Lockouts, 1961–1966**

Month or Year	Strikes and Lockouts in Existence During Month or Year				
	Strikes and Lockouts Beginning During Month or Year	Strikes and Lockouts	Workers Involved	Duration in Man-Days	
				Man-Days	Per Cent of Estimated Working Time
1961.....	272	287	97,959	1,335,080	0.11
1962.....	290	311	74,332	1,417,900	0.11
1963.....	318	332	83,428	917,410	0.07
1964.....	327	343	100,535	1,580,550	0.11
*1965.....	452	476	171,858	2,323,750	0.17
*1965—July.....	52	99	33,691	326,070	0.26
August.....	37	83	27,196	243,550	0.20
September.....	46	92	21,012	216,080	0.18
October.....	39	87	16,080	161,560	0.15
November.....	29	78	11,387	107,760	0.08
December.....	21	58	9,185	86,460	0.07
*1966—January.....	32	66	15,878	139,450	0.12
February.....	33	76	18,403	237,920	0.21
March.....	54	90	30,079	354,250	0.27
April.....	64	108	50,838	441,130	0.38
May.....	54	95	28,465	332,450	0.27
June.....	51	102	42,519	389,730	0.29
July.....	62	108	83,195	812,720	0.65
August.....	73	132	216,080	968,260	0.70

\*Preliminary.

**TABLE G-2—Strikes and Lockouts, August 1966, by Industry (Preliminary)**

Industry	Strikes and Lockouts	Workers Involved	Man-Days
Forestry.....	1	100	750
Mines.....	7	18,112	103,230
Manufacturing.....	63	30,606	358,250
Construction.....	17	4,874	41,310
Transpn. & utilities.....	29	129,082	357,820
Trade.....	8	444	6,710
Finance.....	—	—	—
Service.....	4	32,584	97,670
Public administration.....	3	278	2,410
ALL INDUSTRIES.....	132	216,080	968,260

**TABLE G-3—Strikes and Lockouts, August 1966, by Jurisdiction (Preliminary)**

Jurisdiction	Strikes and Lockouts	Workers Involved	Man-Days
Newfoundland.....	2	372	1,460
Prince Edward Island.....	1	96	2,400
Nova Scotia.....	6	1,506	11,620
New Brunswick.....	1	40	60
Quebec.....	28	46,280	301,250
Ontario.....	52	40,904	256,410
Manitoba.....	3	499	14,860
Saskatchewan.....	3	127	390
Alberta.....	4	914	18,220
British Columbia.....	11	1,514	40,240
Federal.....	21	123,912	321,350
ALL JURISDICTIONS.....	132	216,080	968,260

**TABLE G-4—Strikes and Lockouts Involving 100 or More Workers, August 1966 (Preliminary)**

Industry, Employer — Location	Union	Workers Involved	Duration in Man-Days		Starting Date — Termination Date	Major Issues — Result
			August	Accumulated		
FORESTRY						
Feldman Timber Co. Ltd., Matheson, Ont.	Carpenters Loc. 2995 (AFL-CIO /CLC)	100	750	1,000	July 27 Aug. 15	New agreement—Piece work rates and rate per cord increased, other improvements.
MINES						
Metal						
International Nickel Co. of Canada Ltd., Sudbury and area, Ont.	Steelworkers Loc. 6500 (AFL-CIO /CLC)	15,767	63,070	252,270	July 14 Aug. 8	Delayed negotiations in a new contract—Return of some workers, replacement of others.
Quebec Iron & Titanium Co., Hâvre St-Pierre, Que.	Steelworkers Loc. 4466 (AFL-CIO /CLC)	209	4,750	6,970	July 16 —	Wages, health and welfare plan, statutory holidays, vacations—
International Nickel Co. of Canada Ltd., Port Colborne, Ont.	Steelworkers Loc. 6200 (AFL-CIO /CLC)	1,650	31,350	43,430	July 21 Aug. 29	Delayed negotiations in a new contract—Return of workers.
Mineral Fuels						
Acadia Coal Co-McBean Mine, Thorburn, N.S.	Mine Workers Loc. 8672 (Ind)	372	740	740	Aug. 22 Aug. 24	Grievances—Return of workers.
MANUFACTURING						
Food and Beverages						
Canada Packers Ltd., Toronto, Ont.	Packinghouse Workers Loc. 114 (AFL-CIO /CLC)	1,697	39,530	60,050	July 18 —	Wages, hours—
Canada Packers Ltd., Montreal, Que.	Packinghouse Workers Loc. 357 (AFL-CIO /CLC)	803	17,670	24,090	July 20 —	Wages, hours, vacations—
Canada Packers Ltd., Hull, Que.	Packinghouse Workers Loc. 314 (AFL-CIO /CLC)	207	5,260	7,630	July 20 —	Wages, hours—
Canada Packers Ltd., Winnipeg, Man.	Packinghouse Workers Loc. 216 (AFL-CIO /CLC)	365	12,540	19,350	July 20 —	Wages, hours—
Calgary Packers Ltd., Calgary, Alta.	Packinghouse Workers Loc. 421 (AFL-CIO /CLC)	205	4,510	6,310	July 20 —	Wages, fringe benefits—
Canada Packers Ltd., Edmonton, Alta.	Packinghouse Workers Loc. 243 (AFL-CIO /CLC)	600	13,200	18,200	July 20 —	Wages, hours—
Canada Packers Ltd., Vancouver, B.C.	Packinghouse Workers Loc. 162 (AFL-CIO /CLC)	244	5,370	7,320	July 20 —	Wages, hours—
Christie's Bread Div. of Nabisco Ltd., Toronto, Ont.	Bakery Workers Loc. 264 (CLC)	322	2,250	2,680	July 28 Aug. 11	Wages in new agreement—24c an hr. increase retroactive Apr. 1, 1966, 19c an hr. July 30, 1967, 8c an hr. Mar. 30, 1968; other im- proved benefits.
Rubber						
Dominion Rubber Co. Ltd., St-Jérôme, Que.	Rubber Workers Loc. 642 (AFL-CIO /CLC)	1,200	8,400	8,400	Aug. 23 —	Wages, holidays, hours, vaca- tions—
Textiles						
Dominion Textile Co. Ltd., Drummondville, Que.	Textile Federation (CNTU)	700	14,470	83,160	Mar. 11 Aug. 30	Alleged slowness in production by workers—16c an hr. increase retro- active Feb. 15, 1966, 7c 2nd. yr., and 10c the 3rd. yr.; other im- provements.



**TABLE G-4—Strikes and Lockouts Involving 100 or More Workers, August 1966 (Preliminary) (Continued)**

Industry, Employer — Location	Union	Workers Involved	Duration in Man-Days		Starting Date — Termination Date	Major Issues — Result
			August	Accumulated		
Domil Ltd., Sherbrooke, Que.	Textile Federation (CNTU)	825	17,330	85,130	Apr. 1 Aug. 31	Wages—16c an hr. increase first yr., 7c 2nd yr., and 10c the 3rd yr.; other improved benefits.
Dominion Textile Co., Sherbrooke, Que.	Textile Federation (CNTU)	534	11,210	55,010	Apr. 1 Aug. 31	Wages, working conditions, seniority—16c an hr. increase first yr., 7c 2nd yr., and 10c the 3rd yr.; other improved benefits.
Dominion Textile Co. Ltd., Magog, Que.	Textile Federation (CNTU)	2,425	52,550	237,450	Apr. 1 Aug. 31	Wages—33c an hr. increase over a 3-yr. agreement; other improved benefits.
Dominion Textile, St-Grégoire, Cté Montmorency, Que.	Textile Federation (CNTU)	982	21,600	95,240	Apr. 13 Aug. 31	Wages—16c an hr. increase retro-active to Feb. 15, 1966, 7c Feb. 15, 1967, 10c Feb. 15, 1968; other improved benefits.
Cosmos Imperial Mills Limited, Yarmouth, N.S.	United Textile Workers Loc. 152 (AFL-CIO /CLC)	422	9,280	17,300	July 5 —	Wages, hours—
Millhaven Fibres Limited, Millhaven, Ont.	Oil Workers Locs. 9670 & 9692 (AFL-CIO /CLC)	795	17,490	28,360	July 12 —	Wages, fringe benefits—
<i>Wood</i>						
Dominion Ayers Ltd., Lachute, Que.	Building Workers' Federation (CNTU)	233	5,170	5,170	Aug. 3 —	Wages, working conditions—
Northern Wood Preservers Ltd., Port Arthur, Ont.	Carpenters Loc. 2827 (AFL-CIO /CLC)	251	3,250	3,250	Aug. 16 —	Wages, fringe benefits—
<i>Printing and Publishing</i>						
The Star, Telegram and Globe & Mail, Toronto, Ont.	Typographical Union Loc. 91 (AFL-CIO /CLC)	389	8,650	244,740	July 9 1964	Working conditions as affected by computers, job security, union membership of foremen—
<i>Primary Metals</i>						
Ontario Malleable Iron Co. Ltd., Oshawa, Ont.	Steelworkers Loc. 1500 (AFL-CIO /CLC)	498	11,110	28,010	June 15 —	Wages, welfare benefits—
The Wabi Iron Works Ltd., New Liskeard, Ont.	Steelworkers Loc. 4354 (AFL-CIO /CLC)	205	4,510	5,880	July 21 —	Wages—
Burlington Steel Co. Ltd., Hamilton, Ont.	Steelworkers Loc. 4752 (AFL-CIO /CLC)	225	610	610	Aug. 7 Aug. 10	Dispute over incentive bonus— Return of workers.
<i>Metal Fabricating</i>						
Dominion Magnesium Ltd., Haley, Ont.	Steelworkers Loc. 4632 (AFL-CIO /CLC)	369	8,120	12,470	July 15 —	Signing of a new agreement—
Frost Steel and Wire Co. Ltd., Hamilton, Ont.	Steelworkers Loc. 3561 (AFL-CIO /CLC)	155	390	390	Aug. 3 Aug. 8	In support with local 1005—Re- turn of workers.
Steel Co. of Canada Ltd., Hamilton, Ont.	Steelworkers Locs. 1005, 3250 & 5328 (AFL-CIO /CLC)	12,181	28,420	28,420	Aug. 3 Aug. 8	Dissatisfaction with contract nego- tiations—Return of workers.
Donald Rope and Wire Cloth Co. Ltd.,	Steelworkers Loc. 3325 (AFL-CIO /CLC)	100	50	50	Aug. 5 Aug. 5	Suspension of one worker—Return of workers.
Westeel-Roscoe Ltd., Saskatoon, Sask.	Steelworkers Loc. 4235 (AFL-CIO /CLC)	108	220	220	Aug. 30 —	Wages—
<i>Transportation Equipment</i>						
Orenda Engines Division Hawker Siddeley Canada Ltd., Malton, Ont.	Machinists Loc. 1922 (AFL-CIO /CLC)	500	7,000	13,000	July 14 Aug. 22	New agreement—Wage increases of \$5.-\$7.50 per wk. in 1966, \$5.- \$7.50 in 1967; other improved benefits.

**TABLE G-4—Strikes and Lockouts Involving 100 or More Workers, August 1966 (Preliminary) (Continued)**

Industry, Employer — Location	Union	Workers Involved	Duration in Man-Days		Starting Date — Termination Date	Major Issues — Result
			August	Accumulated		
Galt Metal Industries Ltd., Galt, Ont.	Steelworkers Loc. 2894 (AFL-CIO /CLC)	135	3,190	4,330	July 21 —	Wages—
<i>Electrical Products</i>						
Iberville Fittings (1962) Ltd., St. Jean, Que.	Steelworkers Loc. 3953 (AFL-CIO /CLC)	177	3,890	13,110	May 18 —	Wages, hours—
Northern Electric Co. Ltd., London, Ont.	Northern Electric Employees Unit 5 (Ind)	900	750	750	Aug. 26 Aug. 29	Delay in new contract negotiations —Return of workers
<i>Chemical Products</i>						
Monsanto Canada Ltd., LaSalle, Que.	Oil Workers Loc. 9-762 (AFL-CIO /CLC)	155	1,240	6,200	June 10 Aug. 12	Wages—35c an hr. increase plus 15c per hr. in fringe benefits over a 2-yr. agreement.
Sterling Drugs Ltd., Aurora, Ont.	Oil Workers Loc. 9435 (AFL-CIO /CLC)	195	4,470	8,300	July 5 —	Wages, fringe benefits—
Eddy Match Co. Ltd., Pembroke, Ont.	Carpenters Loc. 3175 (AFL-CIO /CLC)	152	1,670	1,670	Aug. 17 —	Wages, hours—
<b>CONSTRUCTION</b>						
Various construction contractors, Province-wide, British Columbia.	Various unions	1,150	31,500	31,500	Aug. 3 —	Wages, hours—
Ralph M. Parsons Co. Ltd., Hoyle, Ont.	Structural Iron Workers Loc. 1786 (AFL-CIO /CLC)	1,100	2,200	2,200	Aug. 8 Aug. 10	Grievances—Return of workers.
Ralph M. Parsons Construction Co. Ltd., Hoyle, Ont.	Labourers Loc. 493 (AFL-CIO /CLC)	1,000	2,860	2,860	Aug. 18 Aug. 24	Wages—Return of workers.
Brown and Root Ltd., Donkin Highway, Cape Breton Is., N.S.	Labourers Loc. 1116 (AFL-CIO /CLC)	614	1,230	1,230	Aug. 22 Aug. 24	Dismissal of one worker, demotion of another—Return of workers.
Construction Project (Sarnia Nurseries), Sarnia, Ont.	Labourers Loc. 1089 (AFL-CIO /CLC)	600	600	600	Aug. 31 Aug. 31	Dispute over 5 landscape workers to be included in bargaining unit— Return of workers.
<b>TRANSPORTATION AND UTILITIES</b>						
<i>Transportation</i>						
Canadian National Railway Express,* Montreal, Que.	Railway Clerks Loc. 334 (AFL-CIO /CLC)	1,500	6,000	6,000	Aug. 1 Aug. 6	Wages, fringe benefits—Return of workers.
Canadian Pacific Railway Express,* Montreal, Que.	Railway Clerks Loc. 2303 (AFL-CIO /CLC)	680	2,040	2,040	Aug. 2 Aug. 5	Wages, fringe benefits—Return of workers.
Canadian Pacific Railways Express,* Toronto, Ont.	Railway Clerks Locs. 26 & 327 (AFL-CIO /CLC)	760	2,280	2,280	Aug. 2 Aug. 5	Delayed negotiations in a new con- tract—Return of workers.
Canadian National Railways Express,* Toronto, Ont.	Railway Clerks Locs. 26 & 273 (AFL-CIO /CLC)	670	960	960	Aug. 3 Aug. 7	Delayed negotiations in a new con- tract—Return of workers.
Brewster Transport Co. Ltd., Banff, Alta.	Unorganized	100	460	460	Aug. 9 Aug. 16	Union recognition—Return of some workers, others found em- ployment elsewhere.



**TABLE G-4—Strikes and Lockouts Involving 100 or More Workers, August 1966 (Preliminary) (Concluded)**

Industry, Employer — Location	Union	Workers Involved	Duration in Man-Days		Starting Date — Termination Date	Major Issues — Result
			August	Accumulated		
Francois Nolin Transport & Couture's Movers Canada Ltd., Quebec, Que.	Railway Clerks Loc. 1257 (AFL-CIO /CLC)	150	300	300	Aug. 15 Aug. 17	Grievance—Return of workers.
Taggart Services Ltd.,* Ottawa, Ont.	Teamsters Loc. 91 (Ind)	111	1,220	1,220	Aug. 17 —	Time and one-half for overtime, closed shop—
Canadian National Railways,* Toronto, Ont.	Railway, Transport and General Workers Various locals (CLC)	1,128	8,060	8,060	Aug. 18 —	Delayed negotiations in a new agreement—
Canadian National Railways,* Windsor, Ont.	Railway, Transport and General Workers Loc. 185 (CLC)	150	1,070	1,070	Aug. 18 —	Delay in signing new agreement—
Canadian National Railways,* Sydney, N.S.	Railway, Transport and General Workers Loc. 11 (CLC)	128	820	820	Aug. 19 —	Delayed negotiations in a new agreement—
Canadian National Railways,* Sarnia, Ont.	Railway, Transport and General Workers Loc. 183 (CLC)	433	1,150	1,150	Aug. 20 Aug. 23	Alleged delay in negotiations—Re- turn of workers.
Various Railway Companies,* Canada-wide.	Various unions	118,000	295,000	295,000	Aug. 26 —	Wages, hours, fringe benefits—
<i>Communication</i>						
Avalon Telephone Company Limited, Province-wide, Newfoundland.	I.B.E.W. Loc. 1615 (AFL-CIO/CLC)	314	940	940	Aug. 29 —	Wages—
<i>Power, Gas and Water</i>						
Hydro-Quebec, Various locations, Quebec.	Building Workers' Federation (CNTU)	4,580	34,350	34,350	Aug. 2 Aug. 15	Wages, hours—Progressive reduc- tion in hours from 60 to 50 by May 1, 1967, 6 statutory holidays in 1966, 7 in 1967, 8 in 1968, other benefits.
<b>TRADE</b>						
Crane Canada Limited, Port Hope, Ont.	Steelworkers Loc. 4115 (AFL-CIO /CLC)	216	4,750	9,330	June 30 —	Wages, welfare benefits, vacation—
Kent Steel Products Ltd., Hamilton, Ont.	Steelworkers Loc. (AFL-CIO /CLC)	140	560	560	Aug. 2 Aug. 9	Wages in a first agreement—26c an hr. increase first yr., 11c 2nd. yr.
<b>SERVICE</b>						
<i>Health and Welfare</i>						
Quebec Hospital Association.	Service Employees' Federation (CNTU)	32,500	97,500	336,000	July 15 Aug. 4	Wages, hours—Wage increases, other benefits.
<b>PUBLIC ADMINISTRATION</b>						
<i>Local Administration</i>						
City of Lachine, Lachine, Que.	Municipal and School Employees' Federation (Ind)	138	140	140	Aug. 22 Aug. 23	Wages—Return of workers.

\*Federal Jurisdiction.

# labour gazette

Canada Department of Labour / December 1966





# Canada Department of Labour Publications

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*Annual Report of the Department of Labour* (Covers fiscal year ending March 31). (English or French). Price \$1.00, Cat. No. L1-1965.

*Report of the Industrial Inquiry Commission on Canadian National Railways "Run-Throughs."* Report of Hon. Mr. Justice Samuel Freedman, Commissioner. (English or French). Price \$1.50, Cat. No. L35-965/1.

## Supplements to Labour Gazette

*Collective Bargaining Review.* Prepared by the Collective Bargaining Section, Labour-Management Division, Economics and Research Branch, Canada Department of Labour. Obtainable from the Canada Department of Labour. Free to LABOUR GAZETTE subscribers.

*Reports of Boards of Conciliation* established under the Industrial Relations and Disputes Investigation Act together with reasons for judgment of the Canada Labour Relations Board. Obtainable from the Canada Department of Labour. Free to LABOUR GAZETTE subscribers.

## Economics and Research Branch

*Labour Organizations in Canada* (annual). Contains a brief commentary, the latest statistical data on union membership, and a directory of labour organizations with names of their principal officers, publications, and the geographic distribution of their local branches in Canada. (English or French). Price 50 cents, Cat. No. L2-2/1965.

*Industrial and Geographical Distribution of Union Membership in Canada, 1965* (English or French). Price 15 cents, Cat. No. L31-765.

*Strikes and Lockouts in Canada* (annual). Furnishes a record of strikes and lockouts occurring in Canada during a year. Tables and related texts showing strikes and lockouts by years, by areas, by industries, including time lost, number of workers involved, duration, etc. Price 35 cents, Cat. No. L2-1/1965.

*Wage Rates, Salaries and Hours of Labour.* An annual report published in loose-leaf form and followed later by a paper-bound volume. Contains the results of an annual survey at October 1 of occupational wage rates and standard hours of work in most industries. Averages and predominant ranges of wage rates for selected occupations are tabulated separately on a regional basis for some 90 industries including logging, mining, manufacturing, construction, transportation, trade and service groups. Weekly salaries for office occupations and hourly wage rates for maintenance of service occupations and for labourer for several broad industry groups are shown, on a community basis, in 52 communities. Trends in wage rates are included in tables of index numbers by industry. (Bilingual). Cat. No. L2-548.

First year service including attractive binder with index tabs and paper-bound volume, \$9.50; service without indexed binder, \$7.00; individual tables, 15 cents. Paper-bound volume, \$2.00.

*Working Conditions in Canadian Industry, 1964.* Price 50 cents, Cat. No. L2-15/1964.

## Legislation Branch

*Labour Standards in Canada.* Sets out standards in effect under federal and provincial labour laws regarding child labour, minimum wages, equal pay for equal work, hours of work, weekly rest-day, annual vacations with pay, public holidays, fair employment practices, notice of termination of employment, and workmen's compensation. (English). Price 50 cents, Cat. No. L2-7/1965.

*Workmen's Compensation in Canada—A Comparison of Provincial Laws* October 1963. (With LABOUR GAZETTE reprints covering changes in 1964 and 1965). (English or French). Price 35 cents, Cat. No. L2-6/1963.

*Labour Legislation of the Past Decade.* A review of developments in Canadian labour legislation in 1951-1960 period. (English or French). Price 55 cents, Cat. No. L14-2061.

(Continued on inside back cover)



# labour gazette

Vol. LXVI, No. 11, December 1966

## Official Journal Canada Department of Labour

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*Minister*

George V. Haythorne  
*Deputy Minister*

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Woman doctor treating a child in the operating room of St. Joseph's Hospital, Toronto. Medical womanpower in Canada is the subject of an article on page 735.

—NFB Photo

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# What 30-per-cent Government Formula?

Hon. John R. Nicholson reviewed the current labour picture and dealt with a number of misconceptions in an address in October to the Board of Trade

"Three of the five major disputes that have received the most public attention recently are those involving longshoremen in Montreal, Quebec and Trois-Rivières, the workers on the St. Lawrence Seaway, and the employees of the two major railroads and their subsidiaries," Hon. John R. Nicholson, Minister of Labour, told a meeting of the Vancouver Board of Trade on October 17, 1966.

The longshoremen's dispute (L.G., Sept., p. 497), lasting 38 days and endangering tightly scheduled wheat shipments, affected many other vital industries that ship through St. Lawrence ports including steel, automotive, oil, chemical and asbestos industries. It also affected Expo 67, international trade and international relations.

"It was during the settlement of this disastrous strike that we first began to hear about the so-called Government guidelines for the settlement of disputes," said Mr. Nicholson. "It was said and believed that the Government actually set the new wage rates in this dispute and set them abnormally high."

The Minister said that this was "dangerous nonsense," and explained that before the Government was brought into the dispute, basic agreement had already been reached on wages by the Shipping Federation of Canada and the International Longshoremen's Association. "At that time, most minor and even most of the major matters had been agreed on, and none of those outstanding involved the amount of the annual increase in wages."

He said it was not true that the Government had established a 30-per-cent wage formula for future wage settlements. The longshoremen are seasonal workers who are employed for eight or nine months of a year on the average, and they work only 28 hours a week in Montreal, he said. Their wages are well below those of

longshoremen on the Pacific coast, and also well below those of seasonal construction workers in Montreal.

"What the Quebec longshoremen received under the agreement with the Shipping Federation was a wage increase of 80 cents an hour spread over two years. This settlement was strongly influenced by an earlier large settlement, in late March, of approximately \$1.20 an hour spread over three years." This wage increase had been secured by workers in similar construction categories in Montreal and on the large Expo projects.

When the Government stepped in with its industrial inquiry commission, Mr. Nicholson said, none of the few remaining points included wages, but did include the possibility of increased productivity and job security arising from possible changes in the size of work gangs. With 170 ships, mostly grain boats, lying at anchor in the St. Lawrence River, both parties were anxious for an end to the work stoppage, he averred, and the welfare of the Canadian economy certainly demanded that the work be resumed.

"It was against this background that the mediator, Judge René Lippé proposed the idea of an industrial inquiry, the decision of the commission to be binding on the possibility of increased productivity and on related job security for the term of the contract."

The Minister told the meeting that the Government reluctantly accepted this decision, and that the union never formally accepted it. The 4,000 longshoremen did agree to return to work, however, and they accepted the wage increase offered by the Shipping Federation, with the idea that an industrial inquiry commission would be appointed to consider matters of technological change and related job security.

The Minister briefly commented on the St. Lawrence Seaway dispute in which Canadian workers had asked for elimination of the wage differential between themselves and their American counterparts. The situation was unique, he said, because 1,300 Canadians were working side by side with United States workers in an international operation. The Seaway workers ultimately gained an immediate wage increase of 20 per cent and a further 10 per cent commencing January 1, 1967.

"Certainly it is straining the imagination to claim that this special situation in a highly specialized operation could be a 'guideline' for wage increases elsewhere in the country," declared Mr. Nicholson.

Mr. Nicholson said that his department had just analyzed the results of recent collective bargaining for 34 large groups of employees in Canada outside the generally seasonal construction industry. "Wage gains ranged from one settlement of four per cent over a period of less than 15 months to 70 per cent over a period of about 33 months, and I can assure you that the Government played no part whatever in that settlement."

"In my opinion there is obviously something wrong when rail disputes, and disputes in other national transportation industries regularly come before Parliament, with major issues still undecided after several months of bargaining and conciliation board hearings. The time has come for a complete re-examination of industrial relations and the mechanism for dealing with industrial disputes in this country," Mr. Nicholson said. "This will be the job of the 'task force' [L.G., Nov., p. 631] announced by the Prime Minister at the beginning of September. The Task Force will, of course, consider the Freedman report [L.G., Jan.-Feb., p. 4] among other reports and analyses."

Prices rising steeply in November 1916. Order in Council proposes to prevent "undue enhancement" of the cost of the necessities of life.

In November 1916, "prices were again steeply upward," the Labour Gazette for December reported. "The cost of a list of staple foods for a family of five averaged \$10.05 in 60 cities of the Dominion, as compared with \$9.30 in October and \$8.02 in November last year. All commodities were higher than a year ago except coffee, but the chief increase was in potatoes."

In the United Kingdom, prices were about 5 per cent higher on November 1 than they had been a month before. In the United States, wholesale prices were also "steeply upward." The index number of retail food prices of the U.S. Bureau of Labor Statistics for October 15 stood at 119, compared with 116 for September and 103 for October 1915. In Germany, "the slight decline in food prices shown for August accompanied a further extension of the system of rationing and maximum prices."

In November, an order in council was passed in Canada regarding the prices of the necessities of life. The purpose of this order was "to prevent the undue enhancement of the cost of living." The order in council made it illegal to limit the facilities for transporting, producing, manufacturing, supplying, storing or dealing in the necessities of life; or to enhance prices, or to prevent or lessen competition in the production or distribution of such necessities. It empowered the Minister of Labour to require business firms to supply him with information regarding stocks on hand, costs of production and distribution, prices and the length of time goods were stored. Municipal councils were also empowered to make investigations on their own account.

The Trades and Labour branch of the Ontario Government opened a public employment bureau in Toronto, "largely, it is understood, to meet the needs of the Imperial Munitions Board," this journal said. "Because of the inadequacy of the

labour supply for munitions works, the Munitions Board urges that dilution of labour be pressed forward without delay, and the new bureau will assist in this work."

The Toronto bureau, it was stated, would probably be the first among several. Steps were being taken to establish public employment bureaus in the Prairie Provinces, and it was proposed to set up offices in Winnipeg, Brandon, Moose Jaw, Saskatoon, Calgary, Edmonton and Lethbridge. Each province was to bear the cost of maintaining its own bureaus, and the city council, the Grain Growers' Association and the Trades and Labour Council in each city were each to be invited to appoint two members of an advisory committee for each local office. Central offices were to be established in Winnipeg, Regina and Edmonton to supervise the local bureaus.

During November, it was reported, the labour shortage had been lessened by the release of a number of men who had been employed in threshing in the West and in municipal and other outside employments. "These forces, however, were absorbed into the lumbering and mining industries, and the effect upon the general situation was comparatively slight."

Wage increases were frequent. The Nova Scotia Steel and Coal Company gave an increase of 12½ per cent to all underground employees, and 10 per cent to all other employees at Sydney Mines, N.S., as a war bonus. The Acadian Coal Company granted an increase of 6 per cent to its employees at Westville, N.S. Employees of the Western Fuel Company in collieries at Nanaimo, B.C., got an advance of 5 per cent as a war bonus.

"In accordance with the finding of a board of conciliation and investigation, the Grand Trunk Railway Company increased the wages of section foremen, extra gang foremen and their assistants by 20 cents per day, and the wages of section men by

25 cents per day, the changes dating from September 1. About 3,000 men were affected. A similar increase, effective on October 1, was granted by the Canadian Pacific Railway Company to employees on its Eastern lines."

CPR freight handlers in Saint John, numbering 600, got an increase to 30 cents an hour from 25; and between 1,600 and 1,700 longshoremen in Saint John received an increase to 37½ from 35 cents an hour for the winter months.

"The compulsory arbitration of industrial disputes was the chief subject of discussion at the November meeting of the New York Academy of Political science," the Gazette said. Representatives of labour who were present "made it clear that labour in the United States was opposed to compulsory arbitration." An official of the federal Board of Mediation and Conciliation thought that the time for the adoption by law of the principles of compulsory arbitration had not come in the United States.

The chairman of the Public Service Commission of the first district of New York "held that, while there had been increased government supervision of railroad operators, the tendency with respect to railroad operatives had been in the opposite direction; this he characterized as retrogressive."

A professor who was a member of the Ohio State Industrial Commission, and who had spent a year in Australia and New Zealand, emphasized the point that compulsory arbitration was only a deterrent to industrial disputes and that it did not eliminate them. "The essential factor of the Australian Trade Board system was not compulsory arbitration, but the extension of government regulation of industry which had improved working conditions for employees, and for employers had created standards which eliminated ruthless competition."





George Saunders

## New Director for Economics and Research Branch

Dr. George Saunders, 38, Ottawa, was appointed Director of the Economics and Research Branch of the Canada Department of Labour in November. He succeeds Dr. Gil Schonning, who was appointed Director-General of Research and Development for the Department earlier this year (L.G., Aug., p. 426).

Born in Toronto, Dr. Saunders was graduated from the University of Toronto with a B.Comm. degree. He was awarded a scholarship in 1951 to study postgraduate economics at the University of Wisconsin, where he received his M.Sc. degree in 1952 and his Ph.D. in 1959. He was a teaching fellow at the University of Wisconsin from 1952 to 1954.

### Joined Department in 1954

Dr. Saunders joined the Canada Department of Labour as an economist in 1954, and has represented Canada at conferences of the International Labour Organization and the Organization for Economic Co-operation and Development. In 1963-64 he was the delegate for Canada in a group of independent experts studying the relationship between changes in wage differentials and labour mobility, for the OECD at Paris. He also served, for six months in 1963-64, on the staff of the Preparatory Committee on Collective Bargaining in the Public Service.

Dr. Saunders is author of a number of papers on wages and industrial relations, and is a member of the American Economic Association, the Industrial Relations Research Association, and the Canadian Industrial Relations Research Institute.

## New director appointed for conciliation and arbitration

William Patrick Kelly, Vice-President of the Brotherhood of Railroad Trainmen, was appointed Director of the Conciliation and Arbitration Branch of the Department in October.

The post was formerly held by Bernard Wilson, Assistant Deputy Minister of Labour.

Mr. Kelly was born and educated in Toronto. He served with the RCAF as a pilot during World War II. He joined the Canadian Pacific Railway in 1945 as a brakeman, and was promoted to conductor in 1950.

Becoming a member of the Brotherhood of Railroad Trainmen in 1945, he was elected Local Chairman of Lodge 255 in 1950. In 1955 he was elected Secretary General of the Grievance Committee, CPR Eastern Lines, and became General Chairman four years later.

At the 1960 convention of the Brotherhood in Cleveland, Ohio, Mr. Kelly was elected Vice-President. At 36 years of age,



W. P. Kelly

he was the youngest man ever to hold the office in the history of the Brotherhood.

Mr. Kelly brings to his new post a broad background in labour relations, gained through many years of experience in railway negotiations, conciliation and arbitration. He was the chief witness and spokesman for the railway unions before the Industrial Inquiry Commission conducted by Mr. Justice Samuel Freedman in 1965. He has served also on the Executive Committee of the Canadian Railway Labour Executives' Association.



Jean-Pierre Després

## Seamen Compensation Board appointments

Jean-Pierre Després, Assistant Deputy Minister of Labour, was appointed Chairman of the Merchant Seamen Compensation Board in Ottawa. He succeeds the late Gordon G. Cushing, Assistant Deputy Minister of Labour.

J. H. Currie, Director of the Accident Prevention and Compensation Branch, was also appointed to the Board.

Capt. F. S. Slocombe, MBE, Chief of the Nautical and Pilotage Division, Department of Transport, Ottawa, remains as Vice-Chairman.

Stanley Leeson, who is Chief of the Accident Compensation Division, was appointed Secretary of the Board.

## National Council Honours Women's Bureau Director

Miss Marion V. Royce, Director of the Women's Bureau, Department of Labour, for the past 12 years, was presented with an honorary life membership in the National Council of Women of Canada on September 23.

The President of the National Council of Women, Mrs. H. H. Steen, Vancouver, made the presentation at a luncheon in honour of Miss Royce, attended by national officers and representatives from 14 of the national group's 21 affiliated organizations.

Since 1893, only 11 women have been awarded a life membership in the National Council of Women. These include: Madame Georges P. Vanier, H.R.H. The Princess Alice, the Viscountess Alexander of Tunis, and Lady Baden-Powell.



## Ontario commission to examine labour disputes

The Ontario Royal Commission Inquiry into Labour Disputes, headed by Commissioner, the Hon. Ivan C. Rand, LL.D., has announced that it will hold an inaugural public hearing in Toronto, January 10, 1967, for the purpose of hearing submissions within the terms of reference. Further public hearings will be held later in Ottawa, Kingston, Windsor, London, Hamilton, Sudbury, Port Arthur, "and such other places as the circumstances may require, and again in Toronto; the dates, times and places of these hearings to be published in the appropriate newspapers."

In addition to appearing at a public hearing, any interested persons or bodies are invited to make written submissions to the Commission (five copies, if convenient), addressed to: E. Marshall Pollock, Counsel to the Commission, Room 417, Parliament Buildings, Toronto 2.

The Commission was established to inquire into the means of enforcement of the rights, duties, obligations and liabilities of employees and employers, and trade unions and their members, with relation to each other and to the general public; and the use of strikes, cessations of work, lockouts, picketing demonstrations and boycotts, whether lawful or unlawful, in labour disputes; and to examine the use of and procedures for obtaining injunctions in relation to labour disputes.

## IBEW'S William Ladyman elected Polymer director

William Ladyman, Toronto, an international labour official, was appointed in October to the Board of Directors of Polymer Corporation Limited, Sarnia, Ontario.

A member, since 1932, of the International Brotherhood of Electrical Workers, and its international representative in 1948, he was elected International Vice-President in 1963 and re-elected at the IBEW's 75th anniversary convention this September in St. Louis, Mo.

Mr. Ladyman organized and assisted electrical workers in Northwestern Ontario and the three Prairie Provinces, and he has served as a Vice-President of the Canadian Labour Congress since 1964.

Mr. Ladyman was appointed to the Economic Council of Canada in 1963 by the Canadian Government and is still active in this post. In 1965 he became a

member of the Advisory Council of the new Centre for Industrial Relations at the University of Toronto, and was appointed also to the newly-formed Ontario Council of Regents for Colleges of Applied Arts and Technology.

## Newfoundland Federation of Labour Convention

The Newfoundland Federation of Labour concluded its 30th annual convention at St. John's, Nfld., in August with the re-election of President Esau Thoms to a seventh consecutive term.

"Less than one half of the work force in Newfoundland have taken advantage of the trade union movement," he said in a speech opening the convention. "They have been willing to remain unorganized, and because of this are underpaid, overworked and, generally speaking, are treated as second-class citizens."

The labour movement wanted "industrial peace," but not at any price, Mr. Thoms said. "We are not happy about some laws that remain on our statute books, for no other reason than to be used as a club when labour is considered out of line."

He said that strikes could be caused or deterred by governments, and were not solely the prerogative of unions and management.

"The decertification of unions, the slowing down of unions by legislative red tape . . . are all factors that will eventually lead to industrial strife," Mr. Thoms concluded.

Dissatisfaction with the appointment of Clyde Wells, a Corner Brook lawyer, as Minister of Labour replacing C. H. Ballam, a longtime associate of the Federation, was contained in a resolution that was adopted. The resolution asked the Federation to call upon Premier Smallwood to appoint a minister of labour known to the trade union movement in Newfoundland.

Another resolution that was rejected came from the Corner Brook District Labour Council. The latter said it would be much more convenient to have Labour Day on July 1, because the Federation claimed that the present date interfered with back-to-school preparations.

Other resolutions passed proposed that: (a) the Federation protest to the CBC over the lack of television services in the White Bay area; (b) the Newfoundland Government explore the possibility and advantages of the union of the four Atlantic

provinces; and (c) the Federation petition the Government to enact "truth in lending" that would require all lending institutions to specifically state the amount of interest being charged.



J. J. Quinlan

## Vice-Chairman appointed to Labour Relations Board

J. J. Quinlan, Q.C., Ottawa, was appointed Vice-Chairman of the Canada Labour Relations Board in October. He is Deputy Director of Investigation and Research, Department of the Registrar General.

Mr. Quinlan was born in Winnipeg. He was graduated from the University of Manitoba with B.A. and Bachelor of Law degrees, and was called to the Manitoba Bar in 1937. From 1941 to 1944 he served as a Lieutenant in the Royal Canadian Artillery.

From 1944 to 1946 he was successively Assistant Counsel, Deputy Counsel, and Enforcement Counsel in the Toronto area for the Wartime Prices and Trade Board. In 1946 he joined the Combines Branch of the Department of Justice in the administration of the Combines Investigation Act. He was appointed to his present position in 1960.

Mr. Quinlan was appointed a Queen's Counsel in 1963, and was a member of the federal-provincial committee on wage and price disputes in the British Columbia fishing industry.

The Canada Labour Relations Board, established in 1948 under the Industrial Relations and Disputes Investigation Act, deals with applications relating to the right of trade unions to represent employees for collective bargaining (L.G. 1948, p. 1343).



## Modest rise in spending by Canadian Government

The National Industrial Conference Board in Canada published in September a graphic guide that indicated Government spending for goods and services in Canada had shown only a modest increase since the early 1950s in relation to the expanded Gross National Product.

Government expenditures for goods and services rose from slightly over \$2 billion in 1949 to nearly \$10 billion in 1965. The Government's share of the GNP rose from 13 per cent in 1949 to 18 per cent in 1952, but then slowed significantly and was only 19 per cent in 1965. Not included in these figures are welfare payments, interest on the public debt, and other transfer payments.

The Conference Board points out that Government spending on goods and services is now about equally divided between purchases from business, and the wages and salaries of Government employees.

The NICB guide segregates Government enterprises from data dealing with business fixed capital formation, where

they are usually included. This method, the Conference Board suggests, throws additional light on the Government's importance in the economy.

For instance, it shows that capital spending by Government departments in 1965 amounted to \$2.4 billion, with Government enterprise and public corporations spending an additional \$1.5 billion. This \$3.9 billion compares with the \$8.9 billion spent for capital purposes in the private sector last year.

The three big welfare payments—unemployment insurance benefits, family allowances and old age security pensions—accounted for 29 per cent of Government transfer payments (1963-1965 average).

Until the late 1950s, these three items comprised a steadily growing share of all Government transfer payments, reaching 43 per cent in 1958. Since then, their relative importance has receded somewhat in the face of greater outlays for such necessities as hospitals and education.

## Committee requests equality study

A brief drawn up by the Committee for the Equality of Women in Canada, and submitted to 34 national women's organizations and the new Quebec Federation of Women, has been approved in principle by representatives of more than 1,000,000 women.

The brief, requesting a royal commission to investigate the status of women in Canada, grew out of meetings in May and June of representatives of women's organizations called together by Mrs. M. J. Sabia, National President of the Canadian Federation of University Women. Mrs. Sabia and Margaret Hyndman of Toronto, representing the Business and Professional Women's Clubs, and Margaret MacLelland of Ottawa, representing the National Council of Women, were appointed to draft the brief. It calls for a royal commission to examine:

- discriminatory laws and practices, and invisible barriers to the acceptance and employment and promotion of women in areas of federal jurisdiction;
- outdated legislation re marriage, divorce and the domicile of married women;
- taxation as it pertains to married women;
- education opportunities, automation and immigration;
- United Nations and International Labour Organization conventions not yet ratified by Canada.

The committee of three was appointed

to present the brief in Ottawa at an undisclosed date. The national president of the CFUW said that 26 organizations have endorsed the brief in writing, six more tentatively and verbally. The two dissenting groups said they would withhold approval, partly because the brief appears to suggest that the government should repair inequalities for which the women themselves are responsible.

## Women's Bureau report on women and part-time work

A comprehensive report on *Women and Part-time Work in Canada*, issued by the Women's Bureau of the Department of Labour, reveals that 273,992 women, or 17.3 per cent of 1,585,457 female wage-earners, work less than 35 hours a week.

This army of part-time workers represents a cross-section of the full-time labour force. It includes students wishing to defray tuition costs, women with family responsibilities, the handicapped, widows, and bored wives who prefer to work as an outside interest.

The study reveals that almost 80 per cent of all part-time women workers fit into four occupational divisions: professional and technical; clerical; sales; and housekeepers, cooks, waitresses and related workers.

Acute shortages in fields such as library work, nursing, social work and teaching compel employers to adjust work schedules to accommodate part-time workers.

Other fields of work where there are peak periods of demand, such as retail selling and restaurant service, are readily adaptable to part-time schedules.

The report states that the disadvantages of part-time work are legion. Fringe benefits are almost non-existent; there is no recognition of seniority rights, no accrual of holiday or sick leave. A worker employed on an irregular basis is very difficult to bring under planned benefits.

Some full-time workers feel threatened by "part-timers" who not only ease their work load, but chip away some of their responsibilities and minimize the stature of their job. And a half salary can prove inadequate after paying for transportation, meals, clothing, household help and child care.

The report emphasizes the need for regulation of part-time work that would give workers a recognized status, and protect the full-time worker from unfair competition. Conceding that casual employment on an irregular basis would be difficult to regulate, the report concludes that part-time workers who follow a regular schedule should have terms, conditions and benefits applicable to the standards of full-time employees in the same establishment.

## Women appointed to Manitoba wage board

Two women have been appointed to the Province of Manitoba's minimum wage board by Dr. Obie Baizley, Minister of Labour. Donalda MacDougall, personnel manager of the Malborough Hotel, Winnipeg, has been named an employer representative, and Margaret Sykes, an employee of the Amalgamated Transit Workers' Union in Winnipeg will serve as labour representative. They are the first women to be appointed to the seven-member board.

## Women head ministries

Two women have recently been appointed to head ministries in their respective countries.

In Australia, Senator the Hon. Dame Annabelle Rankin became the first woman in charge of administration of a federal department. Named Minister for Housing early this year, Dame Rankin has been an elected member of the Senate since 1947.

A somewhat similar portfolio went to Mrs. Isabel Teshea, the first woman member to be elected to the House of Representatives of Trinidad and Tobago. As Minister of Government Health and Housing, she is concerned with the erection of houses and flats for people in lower income brackets.

# 25th Conference, Canadian Association of Administrators of Labour Legislation

"The Implications of Technological Change for Industrial Relations, with Special Reference to the Freedman Proposals" was one of the principal topics discussed by federal and provincial Government labour administrators at the 25th Annual Conference of the Canadian Association of Administrators of Labour Legislation, held in Fredericton, October 4 to 7.

The delegates were welcomed by the Hon. K. J. Webber, Minister of Labour of New Brunswick, Alderman Leonard C. Poore, representing Mayor William T. Walker of Fredericton, and by the Association's President and conference chairman, W. H. Sands, Deputy Minister of Labour, British Columbia.

The conference also examined the role of women's bureaus in departments of labour. (The Canada Department of Labour and those of Ontario, Saskatchewan and British Columbia have special branches that deal with problems affecting the employment of women.) It also discussed the philosophy and administration of human rights legislation, and reviewed recent legislative and administrative developments in both provincial and federal jurisdictions.

## Belgian women's strike

Close to 4,000 of the 10,000-member work force employed in the National Armaments Factory at Herstal, Belgium, were involved in a three-month strike that terminated last May.

Major issue of the strike was the matter of equal pay as laid down in Article 119 of the Treaty of Rome, and implementation of ILO Convention 100 on Equal Remuneration.

The women were asking also for an increase in wages, better working conditions, and day nurseries near the factory. Despite opposition on the part of the employers, male workers supported the women in their demands.

Settlement resulted in an immediate addition to wages and the appointment of a committee, representing labour and management, to devise a wage scale equal for men and women. Projected date for presentation of a solution was set as December 31, 1966.

Effects of the strike were felt far beyond the borders of Belgium, and did

*Continued on page 730*

Another session of the conference was devoted to the reports of the Association's committees on statistics and research, and industrial safety.

A comprehensive report on both new and amended laws and administrative regulations enacted since the last conference,\* which formed the basis of discussion at the session on "Recent Legislative and Administrative Developments," reflected significant advances in all areas of labour department activity.

In the labour standards field during this period, the report noted, there had been a further upward revision of general minimum wage rates in six provinces—Prince Edward Island, Quebec, Manitoba, Nova Scotia, New Brunswick and Saskatchewan—with the result that most provinces have now either reached or are approaching the minimum rate of \$1 an hour.

About 85 delegates attended the four-day meeting, including the deputy ministers and senior officers of the federal and provincial departments of labour, and representatives of the Unemployment Insurance Commission, the federal Department of Manpower and Immigration, the Northwest Territories Government, and the International Association of Governmental Labor Officials of the United States and Canada.

The labour ministers in attendance were: Hon. Raymond Reiersen, Alberta; Hon. N. L. Fergusson, Q.C., Nova Scotia; Hon. Obie Baizley, Manitoba; Hon. J. Elmer Blanchard, Prince Edward Island; Hon. Lionel Coderre, Saskatchewan; and Hon. K. J. Webber, New Brunswick.

Dr. George V. Haythorne, Deputy Minister of the Canada Department of Labour, was elected President of the organization for 1966-67.

In addition to Mr. Haythorne, the officers of the executive board for 1966-67 are: W. W. Reid, Deputy Minister of Welfare and Labour, Prince Edward Island, 1st Vice-President; Donat Quimper, Q.C., Deputy Minister of Labour, Quebec, 2nd Vice-President; W. H. Sands, Deputy Minister of Labour, British Columbia, Immediate Past President, and Evelyn Best, Canada Department of Labour, Secretary-Treasurer.

\*Copies of this report, entitled *Developments in the Enactment and Administration of Labour Laws in Canada, August 1965-September 1966*, may be obtained from the Legislation Branch, Canada Department of Labour, Ottawa 4.

## PARLIAMENT

Bill C-227, authorizing the payment of contributions by Canada toward the cost of insured medical care services incurred by provinces pursuant to provincial medical care insurance plans (L.G., Sept., p. 499), passed second reading on division on October 25 (Hansard, p. 9113). The Minister of Public Works, as Government house leader, said in answer to a question that the House would not proceed with the committee stage of the bill at that time.

Bill S-35, respecting the prevention of employment injury in federal works, undertakings and business (L.G., Aug., p. 429), was read the second time on October 21 (p. 8958), and was referred to the standing committee on labour and employment.

## U.S. Government raises minimum wage

U.S. President Lyndon Johnson signed legislation in September to increase the federal minimum wage and extend coverage to 8,000,000 more workers.

The present \$1.25 an hour minimum will go up to \$1.40 on February 1, 1967, and to \$1.60 an hour on February 1, 1968. An estimated 18 per cent of the 30 million workers now covered are earning less than \$1.60 an hour. (In Canada, the minimum wage for jobs under federal jurisdiction is \$1.25 an hour (L.G., Aug. 1965, p. 697).

The law extends the coverage of the U.S. Fair Labor Standards Act to employees of restaurants, hotels, motels, laundries, hospitals and schools. Employees of small retail firms will be covered, and farms that employ seven or more full-time workers will also come under the new law. This is the largest single group brought under the federal law since it became operative in 1938 (L.G., 1938, p. 1197).

The minimum wage for the 380,000 farm workers will rise, in two annual steps, from \$1 an hour on February 1, 1967 to \$1.30 by February 1, 1969. The AFL-CIO considers their inclusion as a breakthrough. It comes at a time when local trade union organizations, with the help of the AFL-CIO, are becoming established in the California fruit industry.

The remainder of wage-earners covered for the first time would start at a minimum of \$1 per hour on February 1, 1967 and rise, in four annual steps of 15 cents, to \$1.60 an hour in 1971.



# *A Society For Man*

Re-elected President Marcel Pepin tells 1,200 delegates that trade unions must acquire greater participation in management decisions at the plant level.

The Confederation of National Trade Unions held its 42nd General Convention in Montreal from October 9 to 15. Twelve hundred delegates were present.

Marcel Pepin was re-elected President, by acclamation. Robert Sauvé and Jacques Dion, Secretary General and Treasurer of the CNTU, were also re-elected by acclamation.

In his moral report, titled "A Society for Man," Mr. Pepin pointed out that the intermediary bodies that represent the working classes, and which are governed by them, must acquire powers of intervention, participation and decision greater than the simple means of defence and opposition that they now have the power to use at the plant level.

## **Seven Themes**

After a diagnosis of the society of today, Mr. Pepin concentrated on seven themes:

(1) big business holds, to a very large extent, an exclusive and uncontrolled power of decision throughout the economy;

(2) its decisions, taken outside the scope of public responsibility, affect not only the citizens as a whole, but the State as well;

(3) economic decisions, being exclusively private decisions, force the economy to move in a disorderly fashion, a situation that is especially serious in times of technological upheaval such as automation;

(4) the State—that is the public authority—proves to be either unable or not particularly willing to bring its power to bear on this private authority;

(5) the workers have no direct power of decision in business—even on matters

that are of vital concern to them, such as industrial safety—and generally they are not even consulted;

(6) the workers and the public at large pay the piper in the existing situation; they are relegated to the position of outsiders in a business where they must struggle against the decisions of management, just as they are considered outsiders in the city where they must put up with the consequences of economic decisions that a small number of high priests in the economy are called upon to make in relation to or against the powerless community;

(7) even in the consumers' world, the workers must face exploitation due to prices, brazen advertising and the credit scandal.

After a special study on manpower problems, the CNTU recommended the immediate establishment of a Manpower Service or Department in Quebec.

During the past two years, CNTU membership continued to increase, and at the present time, the Confederation has a membership of approximately 204,000, an increase of 63,000 members since 1964.

During the convention, the delegates heard Georges Levard, President of the French Democratic Confederation of Labour, previously known as the French Confederation of Christian Workers, and Auguste Vanistandael from Belgium. The latter urged delegates always to remain in sympathy with their fellow-unionists in other countries of the world.

Among the guests attending the opening of the convention were His Eminence Cardinal Léger of Montreal; Hon. John R. Nicholson, Canada Minister of Labour; Hon. Jean Marchand, Minister of Manpower and Immigration; Maurice Belle-

mare, Minister of Labour of the Province of Quebec; and Canon B. J. Thorpe, representing the Anglican Bishop, Rt. Rev. R. K. Maguire.

## **Recommendations Adopted**

The main recommendations adopted at the convention urged:

- that the CNTU oppose its affiliation to any political party whatsoever;
- that the Superior Labour Council, jointly with the Quebec Economic Advisory Council, form a committee to advise the Quebec Government on the establishment of a manpower service or department in the province;
- that the CNTU be allowed to expand outside the boundaries of Quebec;
- that a request be submitted to the effect that the rates negotiated recently between the Government and the general practitioners for the cases of social assistance be applied in Quebec only at the time of the coming into effect of the legislation on health insurance;
- that the CNTU protest the dismissal of Quebec provincial public servants, and request the Cabinet to order its subordinates in the administrative and political fields to stop infringing the collective agreement and to respect its spirit;
- that the minimum wage be increased immediately to \$1.25 an hour throughout the province of Quebec, and this without differences between areas as is now the case with the Minimum Wage Commission Order; this rate should be increased to \$1.50 next April and to \$1.75 on October 1.

Reports were submitted to: (a) the committee responsible for the study of the recommendations of the report of the

National President; (b) the committee responsible for the study of the recommendations of the Confederal Executive; and (c) the committee responsible for the financial administration of the CNTU.

## REPORT OF THE PRESIDENT

Mr. Pepin stated in his moral report that he deplored the fact that workers are left out of economic and political life. They are asked to produce more and at a better price, he said, by co-operating strongly in directions entirely decided upon by others.

The CNTU President was not opposed to the main economic trends that favour modernization and concentration — that is, the establishment of giant firms. On the contrary, he thought that the small craft undertakings were liable to encourage poverty, and he hoped that agencies such as the General Investment Corporation would have the necessary funds to ensure the re-organization of shaky firms.

But, Mr. Pepin pointed out, in these large modern firms, there is a separation between property — that of countless shareholders — and the management power, which is in the hands of the highly paid employees of the firm. The latter, on the whole, are not accountable to anyone, neither to the anonymous and dispersed “owners” nor to the State, because it is a matter of private firms. Yet the decisions of these economic giants affect the life of the community: the wages they offer determine the living standards of entire regions, and the same holds true even more in respect of price policies.

## State Has Been Passive

The speaker noted that the State has hitherto been passive in the presence of this phenomenon. Instead of imposing on firms guidelines based on the common good, it was content to play the role of caterer to companies, supplying infrastructures (roads and aqueducts, for example), attending to the training of qualified staff for schools and universities, and providing a great variety of services that big business could not do without.

The attempts of the State to intervene in the economy are weak and not too efficient, continued Mr. Pepin. The Economic Council of Canada has made excellent studies, but these help chiefly to forecast the behaviour of the economy by taking for granted that the present yields will remain unchanged. They do not criticize the existing structures. As for the Quebec Economic Advisory Council — “Who can claim that it has seriously influenced the great economic decisions which have been taken since it came into

existence?” The General Investment Corporation lacks capital, and the Canadian Development Corporation, which was to have been its parallel at the federal level, has not even been established.

Mr. Pepin proposed that his listeners place some reliance on the phenomenon of automation. The State and the unions, which he considered to be closely related, will have to intervene by means of legislation and negotiation in order to regulate the pace of automation, make long-range forecasts of changes, start hiring for jobs sufficiently ahead of time, establish institutions for retraining, and prohibit the moving of firms that have failed to adopt measures to alleviate the impact of moves on workers.

## First Step

The first step in this intervention is the gathering of factual data—a process that will be easier to achieve as the decisions in modern economy come increasingly to be based on specific facts and figures, and expert calculations. Mr. Pepin stated that access to such data would be shared not only by unions and private firms, but also major economic projects of the State. He emphasized, however, that the right to information would be illusory in the absence of a complementary right to training provided for by legislation, and agreements authorizing holidays for cultural purposes.

Moreover, continued Mr. Pepin, a plan is needed to co-ordinate the economy as a whole, and this “not when we are dead . . . because it can no longer be allowed that one generation passes its hardships on to the next.” The plan would be a matter for democratic planning, the aims of which would be “widely spread and circulated among people through appropriate methods, and with the help of all the information media.”

The State must rely on such information, and seek for it the wide support of public opinion, unimpeded by those whose chief interest is the preservation of the status quo. This support would be necessary in any program involving necessary nationalization and essential re-organization.

It is necessary, said Mr. Pepin in his closing remarks, “to work out progressively our own conceptions of the organization of society . . . (invent) new social forms, more noble, more complete. The future must necessarily be different from the past, or else it will sow the seeds of violence and hatred.”

During the conference the CNTU received from CLC President Claude Jodoin a telegram stating that the CLC was prepared to examine any serious proposal

likely to promote the reconciliation of the two labour congresses.

The telegram referred to a statement contained in CNTU Secretary-General Robert Sauvé's report at the CNTU convention. Mr. Sauvé had remarked that the CNTU had submitted a formula likely to bring the two congresses closer together.

Mr. Jodoin stated in his telegram: “You are no doubt aware that we have always desired the achievement of unity between the free and democratic groups in the labour movement. We have constantly advocated this aim. Our executive committee, which is meeting in Ottawa at the present time, has instructed me to inform you that we are prepared at any time to discuss with you any serious possibility of achieving such an objective.” No comment was made on the telegram.

The CNTU advocates a formula that, while giving it a place in the sun, would eliminate systematic raiding of one congress by the other by guaranteeing the workers the privilege of changing their union should they not be satisfied with the services of their own organization.

## HON. JOHN R. NICHOLSON

Hon. John R. Nicholson, Minister of Labour, spoke at the opening of the convention. He pointed out that the new Canada Labour (Standards) Code seemed to be working well, and that this piece of legislation would soon be followed by another of almost equal importance, the Canada Labour (Safety) Code.

Mr. Nicholson pointed out during his address that Canada had matured enough to share a common social conscience, without which the country's future economic development would be seriously compromised.

“In my opinion,” he said, “the time has now come for a careful examination of our whole approach to labour relations. In saying this, I do not wish to express any lack of faith in our present collective bargaining system. On the contrary, I strongly believe, and have frequently said so, in our free approach to collective bargaining in Canada, and in the basic right of most workers to strike, and of most employers to lock out.

“It was in this context that the task force, announced some weeks ago by the Prime Minister, was established. It will be in that context, I am sure, that the task force will conduct its studies — studies which, we all hope, will lead to new concepts of relationships between labour, management and government; studies and recommendations that will guide us all toward new methods of consultation, and new methods of collective bargaining



tailored to rapidly changing needs and conditions.

"Substantial progress in these and other legislative fields, in labour-management relations, or in other areas of special concern to the Department of Labour, is possible, however, only if all parties are fully aware of the facts involved and are in a position to evaluate them in their proper perspective. That is why, Mr. Chairman, objective research becomes more and more important, and why our technical services in all fields of research endeavour to keep up with new trends.

"We are constantly striving to make them more efficient, and I invite you to call on them, to make more and more use of them. I would like to see much closer co-operation between these services of my Department and those of your Confederation. They are available not only to all workers and their unions, but to employers and their organizations."

#### HON. JEAN MARCHAND

The Minister of Manpower and Immigration, Hon. Jean Marchand, speaking at the opening of the convention, stated that he wanted above all to avoid using his past union activities for political purposes.

He drew a parallel between political and union activities. "When I come before you to talk to you on what I have accomplished," he said, "I am somewhat in the situation of the bargaining committee during a strike. It is necessary to negotiate in the Cabinet also, and it is always difficult to come back to the people who have placed much hope in the struggle and to tell them that only part of what was sought has been granted."

The Minister of Manpower repeated his faith in the activities of unions which must, he said, "place problems before the public conscience." This role is all the more important because at the national level—whether the term "national" refers to Ottawa or to Quebec—no one person and no one organization is responsible for defining the common good and its priorities, and for defining it in good time. The result, said Mr. Marchand, is that workers run the risk of being victims of the economic system. Although it is stated today that the mass of wage claims creates an inflationary pressure, it is forgotten that these wage pressures always come at the end of the inflationary cycle, and that it is those who stuffed themselves at the beginning of the cycle who are truly responsible for the situation.

#### HON. MAURICE BELLEMARE

The Quebec Minister of Labour, Hon. Maurice Bellemare, announced at the con-

ference that the Quebec Government would co-ordinate all labour legislation in a new Labour Code, and that his Department would create an Automation Control Board.

Legislation to be introduced at the next session will contain several measures for the protection of workers in case of unemployment, he said. It will also provide for measures to promote and develop industrial peace.

"The Government will take the necessary means to upgrade the civil service. Without a competent and dynamic civil service, the best legislation is not worth much," said Mr. Bellemare.

There will also be legislation providing for standards concerning the establishment of close relations with the International Labour Office.

The future of the Department of Labour must be considered in terms of the welfare of the working class, he said. This is why new structures would be established to bring about job security, manpower retraining, and more flexibility in the Industrial Accidents Act. The Minister also intends to entrust wider functions to the Superior Labour Council, especially in connection with automation.

#### CARDINAL LÉGER

His Eminence Cardinal Léger, while observing that for "reasonable grounds which we have understood," the CNTU had decided some time ago to refrain from using any particular religious label, pointed out that the Christian union members will want to practise a trade-unionism in accordance with the requirements of the faith and the Scriptures. In the economic society, a Christian must proclaim the primacy of man, "a being of an almost unbelievable dignity, and which imposes the most unconditioned respect, a being made by God. . . ." Consequently it is an aberration to seek technical progress for itself. "Technical progress must serve persons. It must cease making victims."

Cardinal Léger pointed out that even if the Christian must be dynamic and even impatient in the pursuit of social justice, it happens that he is strangely pictured as one "who respects automatically the established order, who chooses resignation rather than claim, who passively accepts unfair systems and takes refuge in protecting individual charity only. In short, Christians would be weaker in the fight for justice and less capable of following up their demands to the end.

"It is perhaps their concern for the rights of others or their wish to refrain from resorting to violence which explains such an impression given by the Chris-

tians," continued the Cardinal. While persisting in its determination to eliminate violence from the world—be it violence of wars or violence of strikes—the Christian must show in this fight much imagination, daring and generosity, although, under the circumstances, the fight for justice still requires strike action.

"In the pursuit of social justice," concluded the speaker, "Christian trade-unionists must show unequalled energy. But, on the other hand, they must likewise have an unequalled desire to refrain from violence and to place at the service of justice all the resources of their imagination and of the noteworthy solidarity which characterizes them."

#### AUGUSTE VANISTANDAEL

The Secretary-General of the International Confederation of Christian Trade Unions, Auguste Vanistandael, said the two major problems facing the world were living standards and freedom of association.

"Most workers live in extreme poverty," he said, "and this is not surprising since, in South America, there are workers who hardly earn 8 cents a day; and 80 per cent of the youth ranging from 15 to 20 years of age in the African countries never had the opportunity of finding a job. Africans take refuge in a nationalism which leads to isolationism."

Freedom of association, which is mostly a jurisdictional problem in a country like Canada, takes another meaning in these developing countries. It is almost non-existent. In some countries with an area larger than that of Quebec, there are sometimes only two, three or ten union organizers.

Underdevelopment is not only a problem of technological retardation, but it is also a moral problem, said the speaker. He called upon the delegates to show a high degree of international solidarity, especially toward the workers in Vietnam actually engaged in war.

#### CANON HENRI PICHETTE

Industrial society will continue to be unfair if it does not offer the workers the possibility of complete integration and of sharing responsibility at all levels of the undertaking. This is the opinion expressed by the CNTU Chaplain, Canon Henri Pichette.

Canon Pichette believes that even if important categories of workers were offered substantial salary increases — "a better slice of the cake" — and even if they were protected by a complete security system, "they would remain deeply unsatisfied and unhappy because a vital aspect of the question would have been ignored."

# Reluctant Acquiescence

TUC accepts the British Government's wage freeze by a majority vote of 344,000, and the national economic plan by a majority vote of 1,122,000.

The British Trades Union Congress, at its 98th annual conference, at Blackpool in September, affirmed its support for the Government's economic policies. Out of a total of 8,300,000 votes, the General Council's "reluctant acquiescence" in the wage freeze was approved with a 344,000 majority.

Full support for the Government's national economic plan received a majority vote of 1,122,000, a motion opposing the pay freeze was defeated by 1,134,000, and a resolution opposing "early warning" legislation and vetting of all wage claims was defeated by a mere 474,000.

Victor Feather, TUC's Assistant General Secretary, lead into the economic debate by reminding delegates that, last year, the Congress had agreed to accept a voluntary warning system for wage claims, and had also agreed quite decisively that the Government should introduce legislation only if the voluntary system broke down (L.G., Nov. 1965, p. 1053).

"You are being asked to accept for yourselves the responsibility which must accompany authority and maturity, in the knowledge that failure to do so would compel the Government to act on its own," he said.

## Planning for Growth

Substituting for TUC General Secretary George Woodcock, who was ill, Mr. Feather told the conference that the critics of the General Council would talk in terms "of reducing our external commitments," but that the Labour Government had gone further than any predecessors in tackling the balance-of-payments problem, in cutting defence spending, and in putting limits on investment abroad.

Some means had to be found to keep rises in incomes closely in step with rises in national output, he said—and there was full agreement that this could be done only in a context of planning for growth. "We have to get productivity rising, but it takes time; and a run on sterling waits for no

man and no government. Whether we like it or not, the Government has to act quickly to deal with the problem."

Mr. Feather told the conference that the General Council's decisions had not been taken lightly or quickly, but that the choice had been "to accept the standstill on prices and incomes with unemployment for some of our people for some of the time, or the prospect of unemployment

## Pay Freeze Becomes Law In Britain

The British Government has made the voluntary wages and prices freeze mandatory beginning October 6 (L.G., May, p. 228).

The voluntary freeze provided for a six-months ban on all wage increases, followed by another six-months period of severe restraint. Dividends and other forms of income were to be held steady, along with prices and rents, for one year, whereas seasonal adjustments in the prices of certain goods were to be allowed. Retroactive to July 20, the new powers enable the Government to protect employers who refuse to grant increases under existing wage contracts.

A thaw in the freeze became apparent when a judge ruled that a firm must pay an employee a salary increase agreed upon before the emergency measures came into effect, and newspaper owners announced they would pay printers a promised cost-of-living bonus. Unions also threatened to challenge the freeze in at least 12 further cases.

The freeze is the nucleus of a Government deflation program designed to siphon \$4 billion worth of spending power from the economy.

for many people for a much longer time."

It was Mr. Feather's contention that "If Congress accepted, as it did, that there had to be legislation, it would be difficult to phrase an act that would be less offensive to trade unions than the Prices and Incomes Act." He admitted that, under the Act, trade unionists could be fined in certain circumstances. Although such a law was "distasteful," he said, it was not "so monstrous an imposition" that the union movement should be called on to revolt.

"We are in support of planning, and there is a price to pay," he said. "An adverse vote today will push the Government into a situation where it would have to resort to far more vigorous measures than it has taken so far."

## Frank Cousins

Frank Cousins, General Secretary, Transport and General Workers' Union, and former Minister of Technology, submitted a composite motion urging the Congress to declare opposition to the pay freeze and the Prices and Incomes Act, "which would impose penalties on trade union members and officers in the discharge of their trade union duties and responsibilities."

Mr. Cousins said: "Our position is based on the belief that you cannot have a social democracy and at the same time control by legislation the activity of a free trade movement, which is an essential part of any social democracy."

"We were told by [implication] at least, that at no time in the future could we have a free negotiating machine; but if the trade unions themselves are to surrender their authority, I suggest they ought to surrender it to this body and not to the Government."

Modernization was not the transference of union power into the hands of the corporate body of the state, he said. To do

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# 25 Years of Unemployment Insurance

Cumulative payments out of the fund have exceeded five billion dollars and, at present, annual payments aggregate between \$300 and \$350 million.

During the 25 years since the coming into force of the Unemployment Insurance Act\*, cumulative payments out of the Fund have exceeded five billion dollars. At present, annual payments aggregate between \$300 and \$350 million.

The Act is compulsory, and until April 1, 1957 it applied only to persons engaged under a contract of service. The extension of coverage to the fishing industry on April 1, 1957, however, brought under the Act not only the fishermen who worked under a contract of service, but also those who worked as "lone workers" or "self-employed." Coverage within the fishing industry is thus more comprehensive than for any other industry.

The Act is specific regarding exclusions from coverage, and it should be referred to for the complete list. Identified as non-insurable are such employments as agriculture, domestic service, school teaching, and also persons employed on other than an hourly, daily, piece or mileage basis whose annual earnings exceed \$5,460. Those employed on an hourly, daily, piece or mileage basis are insured regardless of earnings level. Equal contributions are required from employers and employees, the amount varying with the employee's weekly earnings. The federal Government contributes an additional fifth of this total and pays administration costs.

## Payments Related to Loss

The weekly benefit rate is related to the weekly contribution, which varies between defined earnings classes. In this way, the insurance payment is related to the loss incurred by the insured person. Weekly contributions for employees range from 10 cents when weekly earnings are under \$9, to 94 cents when earnings are \$69 and over. Maximum weekly benefit rates are \$27 to individuals claiming at the single person rate, and \$36 for those with a dependent.

The duration formula allows one week of benefit for every two contribution weeks within the previous two years, except when a second claim follows within two years,

in which case the duration is somewhat reduced. An "allowable earnings" rule provides that when earnings in a week exceed 50 per cent of the claimant's benefit rate, his weekly benefit payment is reduced by this excess.

Under the seasonal benefit provisions of the Act, the regular contribution requirements are relaxed somewhat during a 5½-month period beginning with the first week of December each year. This permits workers unable to fulfil the normal requirements for benefit to draw seasonal benefit if they have had at least 15 weeks in insured employment during the fiscal year, or have terminated benefit since the previous mid-May. A claimant who draws the maximum duration on regular benefit (52 weeks), and then qualifies for seasonal benefit at the opening of the period in December, may have benefit extended for another 24 (or 25) weeks, or a total of 76 (or 77) weeks—provided, of course, that he fulfils the other conditions for the receipt of benefit.

## Data Reflect Variations

The accompanying table shows the number of claims filed per 1,000 insured persons. As might be expected, variations in economic conditions are strongly reflected in the data. The substantial increase in the volume of claims is particularly noticeable during the declining phase of

business cycles—e.g., 1948-49, 1953-54, 1957-58 and 1960-61.

The continuous decline in the number of claims filed during the last five years reflects the buoyant state of the economy since the first half of 1961. It should be noted however, that claims filed are not synonymous with persons filing claims.

In general, a claim is filed each time an insured person, confronted with a new period of unemployment, decides to apply for benefit. If benefit rights are then in existence for him, a renewal claim will be taken; otherwise it will be an initial claim. Because one person may therefore file several claims during the course of the year, total claims may substantially exceed the number of claimants.

The movement within the claimant series is influenced partly by economic factors, and partly by the terms of the Act and its Regulations. A striking example is the reduction in the number of claimants at the end of the month in which the seasonal benefit period terminates. At present, a sharp reduction occurs between April and May, due partly to the termination of seasonal benefit, and partly to the pick-up in employment opportunities. Before 1958, this sharp change occurred between March and April. Changes in duration also affect the number of claimants. When exhaustions rise, the claimant total is likely to fall. Increasing the maximum

*Continued on page 741*

Insured Population\* and Claims Filed† per 1000 Insured Persons 1942-1965

Year	Insured population 000's	Claims per 1,000 insured	Year	Insured population 000's	Claims per 1,000 insured
1942.....	2,302.5	11.7	1954.....	3,231.1	650.6
1943.....	1,997.7	18.4	1955.....	3,256.9	592.5
1944.....	2,209.9	41.1	1956.....	3,726.3	436.2
1945.....	2,198.8	134.8	1957.....	3,807.3	623.3
1946.....	2,128.7	229.6	1958.....	4,055.1	685.7
1947.....	2,280.2	194.2	1959.....	4,072.9	596.2
1948.....	2,298.3	282.4	1960.....	4,109.6	657.1
1949.....	2,610.2	357.8	1961.....	4,021.4	611.9
1950.....	2,618.6	439.2	1962.....	4,084.1	536.8
1951.....	3,007.9	380.4	1963.....	4,113.4	495.5
1952.....	3,090.2	450.2	1964.....	4,169.8	446.0
1953.....	3,150.7	533.1	1965.....	4,256.6‡	382.5

\*Before 1955 the date was April 1. Beginning with 1955, the date was June 1, except for 1957 when it was May 1.

†Initial and renewal claims.

‡Preliminary.

\*The Act was given Royal Assent on August 7, 1940, but became operative on July 1 of the following year.

# Unemployment Insurance Advisory Committee

## Report for Year Ended March 31, 1966

A decrease in the percentage of the unemployed, indicated by a drop in the number of unemployment insurance claims, and a continued improvement in employment conditions, have resulted in a record high contribution revenue of \$394,000,000, reports the Unemployment Insurance Advisory Committee. This amount exceeds the previous all-time 1964-65 record by 6 per cent.

Tabled in the House of Commons for the year ended March 31, 1966, the report states that regular and seasonal benefit payments were down from the preceding year by 11 per cent — less than any year since 1956-57.

The committee also made reference to a report of the Department of Insurance stating that, if unemployment conditions in 1966-67 prove similar to those of 1965-

66, the fund could be expected to increase by a further \$115,000,000 by March 31, 1967.

The number of persons covered by unemployment insurance at June 1, 1965 was 4,257,000, representing 76 per cent of the 5.6 million paid workers in the non-agricultural labour force. The report points out that, over the last few years, a diminishing percentage of the paid-worker segment has been covered by unemployment insurance, owing partly to the number of persons who have gone over the \$5,460 ceiling, and partly to the expansion of the labour force in non-covered employments such as government and social services.

An immediate concern of the committee is the increasing number of paid workers who are being excluded from insur-

ance by the existing salary ceiling of \$5,460, an amount that was established years ago when salaries were lower. The committee also noted that over 40 per cent of contributors are now concentrated in the top contribution class, whose present benefit rates are determined by the \$5,460 ceiling.

Although salaries are higher, no corresponding adjustment has been made in contribution and benefit rates. Consequently, there has been a steady drop in the ratio of benefit to earnings, which indicates, according to the committee, that an immediate revision in the Unemployment Insurance Act is necessary. The committee has cautioned against complacency concerning the \$141,000,000 balance, stating that "it would not take more than one year of slightly heavier unemployment to deplete the fund."

### Complete Report of the Unemployment Insurance Advisory Committee

To His Excellency the Governor in Council:

The Unemployment Insurance Advisory Committee has the honour to report as follows:

Section 89(1) of the Unemployment Insurance Act requires the Committee to report not later than July 31, each year, on the financial condition of the Unemployment Insurance Fund as at the preceding March 31.

The Committee met on July 20, 1966, and received and considered the following reports:

(a) from the Unemployment Insurance Commission, financial and statistical statements for the fiscal year ended March 31, 1966;

(b) from the Dominion Bureau of Statistics, a tabulation of 1965 unemployment insurance statistics;

(c) from the Actuarial Branch, Department of Insurance, a report on the pros-

pective state of the Unemployment Insurance Fund.

Preliminary estimates of the covered population by the Dominion Bureau of Statistics indicate that the number of persons covered by unemployment insurance at June 1, 1965 was 4,257,000, representing 76 per cent of the 5.6 million paid workers in the non-agricultural labour force.

The Committee reports that during the last few years a diminishing percentage of the paid worker segment has been covered by unemployment insurance. This is partly owing to the number who have gone over the \$5,460 ceiling that was established several years ago. It is also partly owing to the expansion of the labour force in non-covered employments such as Government and Social Services.

The Committee reports that the balance in the Unemployment Insurance Fund as at March 31, 1966 was \$141,483,169.

This compares with the balance in the Fund at the end of each of the three preceding fiscal years as follows:

1966.....	\$141,483,000
1965.....	40,497,000
1964.....	974,000
1963.....	9,692,000

Although this is an increase over the previous year, the Committee does not consider that a balance of \$141 million is an adequate reserve or that, having regard to the present structure of the Unemployment Insurance Act, a balance of \$141 million is grounds for complacency concerning the ability of the Fund to meet its obligations. It would not take more than one year of slightly heavier unemployment to deplete the Fund. Some idea of the diminished reserve strength of the Fund as compared with a few years



ago can be obtained from the following table given in the Actuary's report to the Committee.

This table shows the balance in the Fund at the end of each fiscal year back to 1962, expressed as the amount available in the form of benefit for each person in the insured population.

<i>Year</i>	<i>Amount (in million dollars)</i>	<i>Amount per person in insured population</i>
1962	67	16
1963	10	2
1964	1	0
1965	40	9
1966	142	31*

\*Provisional.

During the 1965-66 fiscal year the Unemployment Insurance Fund increased from \$40.5 million to \$141.5 million. As a result of the progressive improvement in the Fund's experience in the last two years, no borrowing has been necessitated since May 1964.

The increase of \$101 million in the Fund is a reflection of continued improvement in employment conditions, indicated by a drop in the number of claims for benefit, a decrease in the percentage of the labour force who were unemployed, and a record high contribution revenue of \$394 million, which exceeded the previous all-time record (1964-65) by 6 per cent. Moreover, regular and seasonal bene-

fit payments went down from the preceding year by 11 per cent and were less than in any year since 1956-57.

In considering the prospects of the Fund during the 1966-67 fiscal year, the Actuary of the Department of Insurance has indicated in his report that if unemployment conditions in 1966-67 should

prove to be very similar to those of 1965-66, the Fund may be expected to have increased by a further \$115 million at 31 March, 1967.

Although this improved trend is encouraging, the Committee considers that it must repeat what it stated in its 1965 report, viz.,

The Speech from the Throne at the beginning of the current session of Parliament indicated the intention of the Government to introduce a revision of legislation on unemployment insurance, which the Committee assumes will put the unemployment insurance plan on a sound basis. The Committee notes that the report

of the Gill Committee containing recommendations for revision of the scheme was made in 1962 and the Committee is greatly concerned that still another year has elapsed without legislation measures having been introduced to this end.

... However, as the Gill recommendations for corrective measures are still under consideration by the Government, this Committee is still in a position where, as indicated in its previous report, it considers that it should refrain from making any detailed proposals for revision of the unemployment insurance scheme.

The Committee hopes that amendments will be made to the Unemployment Insurance Act at an early date in order to put the Fund on a sound basis. In addition, the Committee thinks that a useful end will be served if it were enabled to review and advise on the proposed amendments before they are implemented. The Committee's membership includes representatives of a broad spectrum of employers and employees and it believes that in view of this it would be advantageous if the Committee were given an opportunity to discuss the proposed changes in the Act before they are laid before Parliament.

Besides noting the increasing number of paid workers who are being excluded from insurance by the statutory level of the existing salary ceiling of \$5,460 the Committee has noted with concern the growing proportion of contributors (over 40 per cent) now concentrated in the top contribution class. Their rate of benefit is determined by the present ceiling set on contributions. As this was established several years ago, the rise in earnings in the interval, without corresponding adjustments in the contribution and benefit rates, means that, for the large concentration of insured persons in the top class, the ratio of benefit to earnings has been steadily dropping.

For most claimants in this group the ratio was originally about 50 per cent if the claimant had a dependant, and 37 per cent if single; but these ratios have now declined to about 38 per cent and 29 per cent respectively. The Committee considers that this is another urgent reason for revision of the Unemployment Insurance Act.

The Committee wishes to repeat its recommendation from its 1965 report that the time for submission of its annual statutory report to the Governor in Council should be extended when amendments are made to the Act. The present requirement, that the report be submitted by

*Continued on page 746*

The following additional statistics provided in the financial statements of the Unemployment Insurance Commission are of particular interest:

	<i>1966</i>	<i>1965</i>	<i>1964</i>	<i>1963</i>
	<i>(in thousands of dollars)</i>			
Increase or decrease in balance from previous year +	100,986	+ 39,622	- 8,817	- 56,905
Contributions from employers and employees....	328,319	310,751	296,585	286,430
Contributions from the Government of Canada	65,664	62,150	59,317	57,286
Amounts collected in penalties.....	146	121	109	103
Interest on Investments.....	4,671	1,792	1,061	2,466
Interest paid on loans .....	—	163	237	—
Total net revenue.....	398,800	374,815	357,074	346,285
Ordinary benefit payments.....	238,281	265,660	287,512	318,119
Seasonal benefit payments.....	59,533	69,370	78,141	85,071
Excess of expenditure over revenue.....	—	—	8,817	56,905
Excess of revenue over expenditure.....	100,986	39,622	—	—
<i>Fishing coverage</i>				
Contributions from employers and employees....	1,234	1,293	1,245	1,207
Contributions from Government of Canada.....	247	259	249	241
Benefit Payments.....	10,240	11,732	11,437	10,882
Excess of benefit payments over contributions....	8,759	10,180	9,943	9,434
<i>Other statistics</i>				
	<i>(number)</i>			
	<i>1966</i>	<i>1965</i>	<i>1964</i>	<i>1963</i>
Number of initial claims for unemployment insurance received.....	1,190,000	1,311,000	1,385,000	1,507,000
Average number of benefit weeks paid.....	12.6	13.0	13.1	13.4

# **Training and Education Legislation**

## **Enacted in 1966**

*Legislation to promote training of more skilled workers was enacted in a number of jurisdictions at the 1966 sessions*

*Parliament passed the Training Allowances Act*

*Ontario enacted the Vocational Rehabilitation Services Act*

*Nova Scotia replaced its Apprenticeship and Tradesmen's Qualification Act*

Legislation to promote training of more skilled workers was enacted in a number of jurisdictions at the 1966 sessions. Parliament passed the Training Allowances Act. Ontario enacted the Vocational Rehabilitation Services Act, and Nova Scotia replaced its Apprenticeship and Tradesmen's Qualification Act.

During the 1966 sessions, both Parliament and a number of provincial Legislatures enacted legislation to promote the training of more skilled workers. Other new measures were concerned with the cultural and social activities of youth.

Parliament passed the Training Allowances Act, which provides for higher allowances to persons receiving training under federal-provincial agreements, and preserves the unemployment insurance rights of workers during the training period. To deal with manpower problems, the Government Organization Act established a new ministry — the Department of Manpower and Immigration.

Another federal Act authorized the establishment of a new advisory body — the Science Council of Canada, one of whose prime concerns will be the effective development and utilization of scientific and technological manpower. A fourth measure established the Company of Young Canadians, which, among other duties, will be required to organize and operate programs to assist school dropouts

in co-operation with existing organizations and agencies.

Ontario enacted the Vocational Rehabilitation Services Act, which provides for an expansion of the rehabilitation services currently available to disabled persons.

A new Apprenticeship and Tradesmen's Qualification Act in Nova Scotia authorized research into manpower problems, and expanded the Minister's power to make training agreements.

Alberta raised the compulsory school attendance age to 16, established a Department of Youth, and made provision for the training of handicapped persons.

In Saskatchewan, the Nurses Education Act placed the training of nurses under the Department of Education, and amendments to the Saskatchewan Youth Act authorized grants to youth service organizations.

New Brunswick passed a School Act, which, when proclaimed, will make it compulsory for all children 7 to 15 to attend school, unless they have completed Grade 12.

### **FEDERAL**

#### **Government Organization Act, 1966**

The Government Organization Act, 1966, which went into force on October 1, made a number of changes in the administrative organization of the federal Government. One of these was the estab-

lishment of the Department of Manpower and Immigration to deal with manpower problems.

The Prime Minister pointed out when he introduced the new legislation that many of the more immediate objectives had already been implemented through the Public Service Re-arrangement and Transfer of Duties Act.

An order published on January 12 (SOR/66-8) transferred the control or supervision of the following branches of the Department of Labour to the Minister of Citizenship and Immigration, effective January 1, 1966: National Employment Service; Civilian Rehabilitation Branch; Technical and Vocational Training Branch; Manpower Consultative Service; and parts of other branches related to manpower.

The Minister of Citizenship and Immigration was also given the powers, duties or functions of the Minister of Labour under the Technical and Vocational Training Assistance Act, the Vocational Rehabilitation of Disabled Persons Act, and Sections 21 to 24 of the Unemployment Insurance Act.

The Prime Minister stated that certain statutory changes were required to establish fully, formally and finally, the new and the affected departments. The names of several departments had to be altered to reflect their new functions, he said. He



added that establishment of a department of manpower had been recommended in the last report of the Economic Council of Canada (L.G., March, p. 84).

Under the new Act, the duties, powers and functions of the Minister of Manpower and Immigration would extend to, and include, all matters under federal jurisdiction related to: (a) the development and utilization of manpower resources in Canada; (b) employment services; and (c) immigration — where such matters were not assigned by law to any other department, branch or agency of the federal Government.

Referring to the move to place immigration and manpower under the same minister, the Prime Minister said:

... Immigration policy obviously must be administered in the interests of the country, and of the immigrants themselves, in a context that takes into account the entire position of employment, training and placement in Canada. The association of the various aspects of manpower policies under the same minister should make it easier to implement programs, and to implement them more effectively.

### Training Allowances Act

The Training Allowances Act, 1966, provided for increases in training allowances for unemployed workers and certain other classes of workers.

When he introduced the Bill, the Minister of Citizenship and Immigration said that there was a training gap in Canada which must be narrowed if this country was to achieve its goals of economic and social development, and if the qualifications of those now in the labour force were to meet the demands of tomorrow's employment. He further stated:

We will not solve these problems unless the community as a whole takes a new attitude toward the importance of training. We all have to recognize that rapid change and growth must lead us to regard training as a normal and productive part of people's working lives. When we all recognize this, we will have gone a long way toward overcoming the inhibitions of those who have the least self-confidence and the greatest need for training. We must therefore raise the status of training. There are many factors that influence status, but certainly pay is one of the most important. That basic fact is recognized in the measure proposed in this resolution. In effect, it equates training with work, rather than with unemployment and welfare.

The essential purpose of the new Act is to break the connection between train-

ing and unemployment. Previously, unemployed workers could receive unemployment insurance benefits during training, if they were entitled to them — but these benefits were deducted from the training allowances otherwise provided, so that the allowances were, in effect, merely a supplement. Until now, the training allowances have been paid by the provincial governments with the federal Government reimbursing 90 per cent of the expenditure.

The new Act substitutes training allowances for unemployment insurance. It provides that, with the approval of the Governor in Council, the Minister may enter into agreements under which the federal Government will reimburse the provinces for:

(a) 100 per cent of the costs incurred by the province in providing persons being trained under the program with a basic training allowance of \$35 a week; and (b) up to 90 per cent of the costs of providing such persons with supplemental allowances.

The amount of these additional allowances will be left to each province to decide in accordance with its own needs, wage levels and priorities. The rules governing supplementary allowances will therefore be determined in the agreements negotiated with each province.

During the debate, the Minister said that the federal Government proposed to fix a maximum supplementary allowance of \$55 a week, which, with the basic \$35, would mean a total allowance of \$90 a week. He also said:

At the federal-provincial conference at which we discussed this matter last January, there was general agreement among provincial ministers as to the desirability of increasing the level of allowances. We anticipate that the maximum total allowance of \$90 a week will be paid to trainees with a number of dependents living in the relatively high-wage areas of the country. Lower scales will be provided where wage levels are lower; and there will probably also be variations according to whether the trainee lives at home or has to be away in order to attend his training course.

The training allowances are available to unemployed workers, and to self-employed people who are underemployed in primary industries such as farming, fishing and logging.

### Unemployment Insurance Benefits

As well as providing for increases in training allowances, the new Act preserves the unemployment insurance rights of workers during the training period. A per-

son employed in insurable employment who is undergoing training under a federal-provincial program will not be eligible for unemployment insurance while in receipt of a training allowance, but will retain his benefit and contribution rights.

The qualifying period will be extended to include any period during which he is being trained under such a program and is in receipt of a training allowance. Similarly, his benefit period, which normally runs for a maximum of 52 weeks from the week of the claim, will be extended to a maximum of 156 weeks.

The Minister said this meant that, when a person left a training course covered by a federal-provincial agreement, he would have exactly the same amount of unemployment insurance protection he had when he entered, even if the duration of the training course was as long as two years.

### Science Council of Canada Act

The Science Council of Canada Act has authorized the establishment of a new advisory body to be known as the Science Council of Canada.

In introducing the resolution, the Minister of Industry said: "Lest there be some misunderstanding of the term 'science' in the name of the proposed council, it should be clearly stated that in this context it includes all the natural sciences over the broad spectrum from 'pure' science to 'applied' science, from the search for new scientific knowledge to its application in the service of man in such fields as engineering, medicine, agriculture and industry."

The Science Council is to be composed of 25 persons with a specialized interest in science or technology, and four associate members chosen from the federal public service.

The Minister said that it was the intention and purpose of the Science Council to serve as a focus for information and advice, to commission intensive studies, and to develop from these sources of information, concepts that would be useful to the people of Canada in formulating policies and plans for the future.

In particular, the Science Council is required by the Act to make reports and recommendations on:

(a) the adequacy of the scientific and technological research and development being carried on in Canada;

(b) the priorities that should be assigned in Canada to specific areas of scientific and technological research;

(c) the effective development and utilization of scientific and technological manpower in Canada;

(d) long term planning for scientific



and technological research and development in Canada;

(e) the factors involved in Canada's participation in international scientific or technological affairs;

(f) the responsibilities of departments and agencies of the Government of Canada, in relation to those of universities, private companies and other organizations, in furthering science and technology in Canada;

(g) the statistical and other information on scientific and technological research and development that should be obtained in order to provide a proper basis for the formulation of government policy in relation to science and technology in Canada; and

(h) the best means of developing and maintaining co-operation and the exchange of information between the Council and other public or private organizations concerned with the scientific, technological, economic or social aspects of life in Canada.

**Company of Young Canadians Act**

This Act has provided for the establishment of the Company of Young Canadians, an organization through which the talents and energies of youth can be enlisted in projects for social development, both in Canada and abroad.

The Company is to consist of a Council and volunteer-members who enter upon a period of service under a contract with the Company.

The Council will consist of 15 persons, 10 of whom will be elected by the volunteer-members. The other five members will be appointed by the Governor in Council. The Prime Minister said this should ensure "that the experience which volunteers gain in the field will be brought into the administrative affairs and management of the Company."

The objects of the Company are to support, encourage and develop programs for social, economic and community development in Canada or abroad through voluntary service.

Among other powers, the Company is authorized to:

(a) organize and carry out programs designed primarily to widen the social and economic opportunities of young people who leave school before completing their schooling;

(b) organize and carry out programs to assist young people who are economically or socially handicapped to obtain greater benefits from their schooling and to reduce the number of young people who leave school before completing their schooling;

(c) assist vocational training projects by the provision of teacher-counsellors, or

otherwise, in co-operation with agencies engaged in vocational training, and organize and carry out projects to emphasize the importance of such training.

The Prime Minister emphasized that, in all such proposed projects or programs, the Company would operate only in co-operation with the many other organizations and agencies already in the field that were attempting to deal with these social and economic problems. He said also:

In domestic projects, Company volunteers will fill only those positions which will not otherwise be filled from the existing labour force; they will do work which would not ordinarily be done by the labour force. In other words, volunteers will not be used as cheap labour.

**ONTARIO**

Ontario replaced its Rehabilitation Services Act by a new measure, the Vocational Rehabilitation Services Act. To come into force on proclamation, the new Act will introduce expansion of the present services being offered under the federal-provincial rehabilitation program.

Like the present Act, the new legislation provides for a sharing of the cost of services to fit persons with a physical or mental disability for gainful employment. It empowers the Minister, with the approval of the Lieutenant-Governor in Council, to make agreements with the federal Government, or with any person or organization, for the purpose of providing vocational rehabilitation services to disabled persons.

A new feature will offer grants to approved organizations for the establishment and expansion of workshops, and for the operation of workshops and other vocational and rehabilitation services. Grants may be made also to individuals or organizations for research on the subject of vocational rehabilitation.

The Act provides for a comprehensive rehabilitation program, including medical, social, psychological and vocational assessment, counselling, restorative services, vocational training and employment placement. In particular, the program will provide for:

(a) goods or services to enable a disabled person to become capable of pursuing regularly a substantially gainful occupation;

(b) services for the assessment of the individual medical, social and psychological needs of a disabled person, and for the formulation of the vocational rehabilitation services likely to be required to meet his needs;

(c) rehabilitation counselling, including guidance and adjustment services, and as-

sistance in obtaining, and succeeding in, a substantially gainful occupation;

(d) payment of costs of assessment, training, pre-vocational training, work adjustment training, and personal adjustment training, including books and training materials;

(e) payment to disabled persons of maintenance allowances and travelling allowances, including travelling allowances for a disabled person's guide or escort, to the extent necessary to enable the disabled person to derive the full benefit of vocational services provided under this Act;

(f) medical, surgical or psychiatric treatment or procedures related or directed thereto that may be expected within a reasonable period of time to eliminate, or favourably modify, any chronic, cyclical or slowly progressive impairment that renders a person disabled;

(g) appliances designed to support or take the place of a part of the body, or to increase the acuity of a sensory organ;

(h) necessary initial occupational and business tools, equipment, supplies and licences;

(i) training of persons as counsellors and administrators to carry out the rehabilitation program.

Details of this program, such as standards of eligibility, amounts of allowances, and apportionment of grants, are to be prescribed by regulation.

Any disabled person who is ordinarily resident in Ontario, and who meets the eligibility standards specified in the regulations, may be provided with vocational rehabilitation services.

The expanded program is to be operated under a Director of the Vocational Rehabilitation Services Branch of the Department of Public Welfare. In addition to performing his customary administrative duties, the Director will be required to publicize the program, and to compile statistics and reports relating to the provision of, or the need for vocational rehabilitation services.

Another new feature provides for the appointment of a board of review that will hear and decide appeals of applicants from the decisions or orders of the Director. If a review is requested, the board must hold a hearing. The board's decision is final; and it may order the Director to take such action as it deems proper. Upon presentation of new or other evidence, or if it is clear that material circumstances have changed, an applicant may make another application for vocational rehabilitation services.



### Apprenticeship and Tradesmen's Qualification Act

The new Apprenticeship and Tradesmen's Qualification Act in Nova Scotia replaced another Act of the same name. Like the earlier legislation, the new Act will provide for the development of skilled manpower through an organized system of training, and the development of trade standards.

The changes in the Act are the result of conclusions reached by the Provincial Conference on Apprenticeship held in November 1964, and recommendations made by the Provincial Apprenticeship Committee.

The Act applies to a designated trade, anywhere in the Province, unless the Minister of Labour specifies that it applies only in a certain area. Under the previous legislation, the Minister specified the area of the province in which the Act applied.

Administrative procedures are similar to those under the former Act, except that the Provincial Apprenticeship Committee has been replaced by the Provincial Apprenticeship Board. Its duties are to study and examine matters related to apprenticeship and tradesmen's qualifications, and to advise the Minister thereon, and to perform such other functions as may be prescribed by regulation.

The chief administrative officer is the Director of Apprenticeship and Tradesmen's Qualifications. Subject to the approval of the Minister, he may appoint examiners to assist with the examinations prescribed for designated trades.

The system of trade advisory committees has been retained. A trade advisory committee, composed of from three to five members, may be appointed for any designated trade to assist in developing trade regulations, to establish trade standards, and to advise the Board on matters concerning apprenticeship and tradesmen's qualifications.

The power of the Minister to enter into agreements he deems necessary and expedient for the administration of the Act has been expanded. In addition to making agreements with the Government of Canada, he may now also make agreements with municipalities, or with any person, to co-operate in establishing and providing a system of apprenticeship training in any trade or branch of a trade.

The Act sets out the responsibilities of persons under 21 years of age who are employed in a designated trade, and of their employers. Every person under 21 who starts to work in a designated trade, and

who does not hold a certificate of apprenticeship or a certificate of qualification in that trade, must apply for apprenticeship, and file his apprenticeship agreement with the Director within three months. The employer, on his part, is obliged to notify the Director immediately, giving the particulars of employment, and the name and address of the person so employed.

Other details concerning apprenticeship are to be dealt with by regulation, including the qualifications of apprentices, time credits, the registration of apprenticeship agreements, and the examination of apprentices.

The Act provides for the compulsory certification of tradesmen. It defines a certified trade as a "designated trade that is designated as a certified trade by the regulations." The Act authorizes also the regulations that make it compulsory for persons engaged in a certified trade—other than registered apprentices and persons employed for a probationary period—to hold a certificate of qualification, except in emergencies or cases wherein it is not practicable to obtain the services of a certified tradesman.

Recognizing the need for a continuing program of research into manpower problems, the Act authorizes the Minister to undertake research in co-operation with the federal Government, with another province, or with any person or organization undertaking similar research.

### Vocational Education Act

In order to increase opportunities for vocational training, the Vocational Education Act was amended to provide for the establishment and operation of regional vocational schools.

## ALBERTA

### Department of Education Act

An amendment to the Department of Education Act granted the Minister of Education the authority—subject to the approval of the Lieutenant-Governor in Council—to establish schools or facilities for the education and training of handicapped persons.

It also authorized the establishment of a board or committee to advise the Minister, the universities, and other institutions of higher learning, "regarding the articulation of the programs of study of the schools, and those of the universities and other institutions of higher learning."

### Department of Youth Act

The Department of Youth Act established a new department of the Alberta

Government, to be known as the Department of Youth. The first Minister, R. C. Clark, was appointed in July.

When the legislation was introduced, the Premier said that the new Department would delve into many facets of youth problems in the Province.

Among his other duties, the Minister is required to stimulate interest and participation in youth training for leadership in all spheres of social, recreational, cultural and business affairs, and to work in co-operation with other departments that are concerned with youth activities.

### School Act

An amendment to the School Act raised the compulsory school attendance age in Alberta from 15 to 16 years, effective July 1, 1966.

## NEW BRUNSWICK

### Apprenticeship Act

An amendment to the New Brunswick Apprenticeship Act, to come into force on proclamation, deleted the provision relating to municipal licensing of tradesmen. This provision currently provides that, if a municipality requires every person who engages in a specified trade to have a licence, the municipality must issue the required licence, without examination, to a person who holds either a certificate of apprenticeship in that trade, or a similar certificate issued by another province, and bearing the Inter-Provincial Standards Seal — provided that that person pays the same licence fee as a resident of the municipality.

### Schools Act

The new Schools Act enacted in New Brunswick will make it compulsory for all children, 7 to 15 years of age inclusive, to attend school, unless they have completed Grade 12. Exceptions will be made, as in the case of illness. At present, the school-leaving age is 16, unless a child has passed Grade 11; but rural districts have authority to pass resolutions establishing 14 as the school-leaving age, unless a child has passed Grade 8.

The new Act also provides for free school privileges for each child, 6 to 20 years of age inclusive, who has not graduated from high school, and who is a resident of the school district in which he is to attend school.

The new Act will be brought into force by proclamation, at which time the School Attendance Act will be repealed.

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# United States Fair Labor Standards Act

*Amendments have raised the minimum wage and extended coverage to 8,000,000 workers, including some agricultural employees.*

The United States Fair Labor Standards Act, popularly known as the wage-hour law, has been amended to extend protection to some 8,000,000 workers, including employees of large farms, and to raise the minimum wage by stages to \$1.60 an hour beginning February 1, 1967. The amending Act (H.R. 13712) was signed by President Johnson on September 23.

The Fair Labor Standards Act was enacted in 1938 as a counter-depression measure. Its purpose was to correct, and as rapidly as practicable eliminate "labor conditions detrimental to the maintenance of the minimum standard of living necessary for the health, efficiency and general well-being of workers."

The statutory minimum rate was originally set at 25 cents an hour, with provision for an increase to 30 cents in 1939, and to 40 cents in 1945. In 1949, the minimum wage was raised to 75 cents an hour, effective January 25, 1950, but coverage was reduced. A 1955 amendment increased the minimum to \$1 an hour, effective March 1, 1956. Amendments in 1961 provided for graduated increases to \$1.25 an hour beginning September 3, 1961, and extended coverage to about 3.6 million additional workers, most of them in retail and service trades.

In the past two years, there were many recommendations for a minimum wage increase and expanded coverage of the Fair Labor Standards Act, including one from President Johnson, who said in his message to Congress of May 18, 1965:

Many American workers whose employment is clearly within the reach of this law have never enjoyed its benefits. Unfortunately, these workers are generally in the lowest wage groups, and most in need of wage and hour protection. We must extend minimum wage and overtime protection to them.

In its report, the Senate Labor Committee said that it had given careful consideration to possible inflationary effects of both the extension of coverage and the increase in the minimum wage, and was convinced that the increases in the wage bill would not result in additional infla-

tionary pressures. The Committee, the report stated, placed considerable weight upon the letter from the Council of Economic Advisers, which read in part:

The President's Council of Economic Advisers believes that the enactment of H.R. 13712 will benefit the welfare of the Nation. The enactment of the bill will represent a major step in the process of eliminating substandard wages and working conditions, without imposing significant or abrupt cost increases on employers. Thus, the content of H.R. 13712 reconciles the goals of our social policy with the vital objectives of noninflationary prosperity for the American economy.

## COVERAGE

The 1966 amendments to the Fair Labor Standards Act extended protection to approximately 8,000,000 additional workers, bringing the total coverage to about 37.6 million.

Prior to the 1961 amendments, coverage under the Act was limited to individual employees who were themselves engaged in commerce, or in the production of goods for commerce, or in any closely related process or occupation directly essential to production. The 1961 amendments added another basis of coverage—employment in "an enterprise engaged in commerce or in the production of goods for commerce." In general, such an enterprise was covered if its annual dollar volume of business exceeded the limit specified in the Act for that type of business.

The additional coverage has been secured through two primary approaches. First, the definition of "covered enterprises" has been broadened. In some cases, the dollar volume an enterprise must have before it is covered has been reduced; in other cases, there is no dollar-volume requirement. Second, several exemptions have been repealed to narrow the Act's exclusions.

As a result, the Act now extends to employees in four major types of employment not previously covered: (1) agriculture;

(2) schools, hospitals and nursing institutions; (3) laundries and dry-cleaners; and (4) hotels, motels and restaurants. Protection was also extended to a great many more employees in the retail trade and the construction industry, and to federal service contract employees.

## Agricultural Workers

The method of covering the agricultural workers who were brought within the scope of the Act for the first time received considerable attention. The House Labor Committee said in its report:

A dollar-volume test, such as that applied to enterprises, is inapplicable in an industry so subject to seasonal variation. The committee decided an equitable and administerable formula would be a test considering the quantity of labor used by an individual farm. This accounting procedure would reflect the variations of farm activity.

Under the formula adopted by Congress, coverage has been extended to employees of large farms. To be entitled to the benefits of the FLSA, the agricultural worker must work for an employer who used more than 500 man-days of agricultural labour in any calendar quarter of the preceding year. A man-day is defined as "a day in which an employee performs any agricultural work for at least one hour." According to the Report of the Senate Committee, this would mean that a farm must have seven or more full-time employees and a considerable enterprise in farming before the employees receive minimum wage protection.

Certain farm workers are, however, excluded from the man-day count, the principal exemption being persons employed as hand-harvest labourers who are paid on a piece-rate basis, who commute daily from their permanent homes to the farm, and who have been employed in agriculture less than 13 weeks during the preceding calendar year.

## MINIMUM RATES

In order to prevent disruptive cost pressures, the amending Act provides for a



gradual adjustment to the new minimum rate. Also, rates for newly covered employees start at a lower figure, and are escalated over a longer period of time. There is, in addition, a special schedule for agricultural workers. New provisions permit the payment of sub-minimum rates to students and handicapped workers under a permit system. Other new rules apply to employees subject to the Service Contract Act, and to "tipped" employees who customarily receive more than \$20 a month in tips.

There is no change in the equal pay requirement. All employees, including those newly covered, must receive equal pay for equal work, regardless of sex.

### Currently Covered Employees

The minimum rate for currently covered employees, which is now \$1.25 an hour, is to increase to \$1.40 an hour on February 1, 1967, and to \$1.60 an hour on February 1, 1968.

### Newly Covered Employees

The schedule of minimum wage rates applicable to all newly covered employees, except agricultural workers, certain employees under federal contracts, and certain federal employees, with effective dates is as follows:

- \$1 an hour, February 1, 1967
- \$1.15 an hour, February 1, 1968
- \$1.30 an hour, February 1, 1969
- \$1.45 an hour, February 1, 1970
- \$1.60 an hour, February 1, 1971

### Agricultural Workers

A special minimum wage schedule has been established for agricultural workers now within the scope of the Act. The rates and effective dates are as follows:

- \$1 an hour, February 1, 1967
- \$1.15 an hour, February 1, 1968
- \$1.30 an hour, February 1, 1969

As will be noticed, the ceiling for agriculture workers is 30 cents less than that set for other covered employees. This lower ceiling was recommended by both the Senate and House of Representatives. Referring to this in its report, the House Labor Committee said in part:

By limiting the wage increase to \$1.30 an hour, the committee is affirming its intention to follow closely the effects of minimum wages in agriculture. It is not, however, subordinating its belief in a minimum wage as a wage below which no employee can be paid. Likewise, it is in no way implying that the wage floor for agricultural employees should lag permanently behind that of other protected employees.

The amended Act also includes special wage provisions for persons employed by employers, other than linen suppliers, who provide services to the United States Government under a contract or subcontract subject to the Service Contract Act. They provide that such employees must be paid at least the minimum rate applicable to newly covered employees, unless they are already entitled to the higher minimum rates set for presently covered employees or to higher rates under determinations made under the Service Contract Act.

The Service Contract Act, which was passed in 1965, applies to service contracts in excess of \$2,500. It covers various types of contracts, including laundry and dry cleaning, custodial and janitorial, parking, food service and housekeeping.

The minimum wages to be paid under such contracts are those determined—by the Secretary of Labor or his representative—as prevailing for similar work in the locality; but in no case may these wages be lower than the minimum rate specified in the Fair Labor Standards Act.

In addition to the minimum wage, these employers are also required to give employees any fringe benefits prevailing in the locality or their equivalent in cash.

Contractors and subcontractors who provide linen supply services to the United States Government must pay their employees at least the rate applicable to newly covered employees. If more than 50 per cent of their gross annual volume of sales is derived from such contracts, however, they must pay their employees the rate applicable to currently covered workers.

### Students

New provisions permit the employment of students at wages below the statutory minimum, subject to certain conditions.

The Secretary of Labor is empowered to issue regulations providing for the employment of full-time students in retail or service establishments, or in agriculture at wages not less than 85 per cent of the applicable minimum wage under a system of individual permits. Except during vacation, this employment may not exceed 20 hours a week. In any retail or service establishment, the proportion of student hours to the total number of hours worked by all employees may not exceed the prescribed limit.

These provisions apply only when they are necessary to prevent curtailment of opportunities for employment of full-time students. Permits must not be issued if the Secretary finds that employment of full-time students at subminimum rates will

create a substantial probability of reducing the full-time employment opportunities of non-students.

### Handicapped Workers

The Secretary of Labor is also empowered to issue certificates permitting the employment of handicapped workers at wages lower than the applicable minimum wage, but not less than 50 per cent of that rate. The wages must be commensurate with those paid non-handicapped workers in industry in the vicinity for essentially the same type, quality and quantity of work.

If the handicapped workers are engaged in training or evaluation programs, or if they are so handicapped that they are unable to engage in competitive employment, the Secretary may issue certificates authorizing their employment at wages that are less than 50 per cent of the applicable statutory rate.

### Tipped Employees

The 1966 amendments include special provisions for employees who receive tips. A "tipped employee" is defined as any employee engaged in an occupation in which he customarily and regularly receives more than \$20 a month in tips. This is analogous to the reporting requirements under the Social Security Act.

The new provisions permit an employer to credit up to 50 per cent of the employee's minimum wage as coming from tips. If an employee receives less in tips than the amount credited by the employer, the employer is required to make up the difference, so that the tips and the payment from the employer, when combined, are at least equal to the minimum wage.

### OVERTIME

The general overtime standard for currently covered employees is unchanged. Time and one half the regular rate is again payable for all hours worked in excess of eight in a day and 40 in a week.

To reduce the impact of the extended coverage, the application of the general overtime standard to most newly covered workers has been phased over a two-year period. Most newly covered employees will be entitled to the premium rate after 44 hours a week beginning February 1, 1967; after 42 hours beginning February 1, 1968; and after 40 hours a week beginning February 1, 1969. Agricultural workers are excluded from the overtime provisions.

There are also special provisions for hospital employees. By agreement be-

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# Seventh Session of ILO Petroleum Committee

The social consequences of structural and technological change in the petroleum industry, and vocational training for the industry's workers, were discussed at the Petroleum Committee of the International Labour Organization in Geneva October 3 to 14, 1966.

Delegates from 23 countries were welcomed by Mrs. Ana Figueroa, Assistant Director-General, on behalf of David A. Morse, ILO Director-General.

Mrs. Figueroa said that the technical questions on the agenda emphasized the importance of adapting developing economies as quickly as possible to the new conditions created by technical progress, and that this adaptation could be facilitated by international technical co-operation.

## Rafael Tabor

Rafael Tabor, Director of Yugoslavia's Federal Bureau of Employment, presided over the session in his capacity as government member of the ILO Governing Body's tripartite delegation. Acting as vice-chairmen were Carlos Lander Marquez and Luis Tovar, employer and worker delegates of Venezuela.

After commenting on the boom in consumption and production that resulted in good working conditions within the petroleum industry, Mr. Tabor said that serious efforts were needed to sustain favourable conditions and to apply them to developing countries.

He observed that, although rapid technical progress caused disruptions in industrialized countries, in the fields of labour organization, vocational training and employment patterns, these problems were more acute in developing countries. He pointed out that, if oil were discovered in uninhabited areas far from the traditional industrial centres, it would be very difficult to find and train the required labour force, and to provide housing and other necessities.

## Loss of Face

The ILO report on the industry's workers demonstrates that when a construction phase is completed at an oil location, workers who are laid off will suffer "a

serious loss of face." In addition to the employment question, the development and operation of a refinery creates a wide range of social consequences in a developing country. The arrival of numbers of men, with or without their families, may produce a powerful and possibly dangerous impact on the indigenous society.

The full effect of technological improvement will be felt only in refineries that are now being completed, the report said. Some refineries no longer require unskilled workers. As time goes by, workers who possess a skill in one craft will be trained to acquire one or even two more so that they become "multi-craftsmen."

One very important result of this evolution, the report stated, is the gradual breaking down of the traditional distinction between blue- and white-collar workers. Multi-craftsmen and craftsmen-operators are accorded "staff status" and become members of an "integrated payroll."

There are two essential conditions if the process of transformation is to succeed. These are: a sustained program of training in both crafts and operating methods; and union agreement in the abolition of craft demarcation lines. Since the multi-skilled worker will be moving from one skill to another, he will probably be assigned to a "pool of skills."

## Recommendations

Recommendations made by the committee were:

- major petroleum companies and contracting firms should co-ordinate construction and manpower programs, with the Government's help, to prevent workers from losing their jobs after the construction period is finished;
- governments should ensure that oil location areas have integrated civic administration from the beginning to avoid the system of company-operated camps;
- industrial plants should be established in areas where oil is the main source;
- the ILO should continue its efforts to improve working conditions in the petroleum industry, especially in the less industrially advanced countries;
- in the field of vocational training, government, employer and worker or-

ganizations should be guided by the Vocational Training Recommendation adopted in 1962 by the International Labour Conference;

- the social gap between manual and non-manual workers should be bridged by stressing the dignity of manual work in the general educational scheme, and by further training of manual workers;
- vocational training should be open to all workers without discrimination.

Other matters dealt with by the committee included the effects of technological change on the structure of the labour force, high-level manpower in developing countries, increasing productivity, distribution of benefits, and occupational safety and health.

In addition, it had a number of suggestions on methods of training new entrants to the petroleum industry, and for the advanced training of supervisors, technicians and teaching staff. The committee also adopted resolutions concerning the working and living conditions of workers in the petroleum industry, hours of work, trade union rights, nomenclature in the industry, and the future work of the Petroleum Committee.

## Canadian Delegation

The Canadian delegation was comprised of the following:

Government Delegates—Felix Quinet, Economics and Research Branch, Canada Department of Labour (head of delegation); Barry Virtue, Supervisor of Industrial Training, Department of Education, Alberta.

Worker Delegates—J. R. Duncan, Oil, Chemical and Atomic Workers' International Union, Port Credit; Gordon McIlwain, International Chemical Workers' Union, Toronto.

Employer Delegates—E. J. Gaunt, British American Oil Co. Ltd., Toronto; A. C. Watt, Imperial Oil Ltd., Toronto.

Member countries represented, besides Canada, were: Argentina, Brazil, Burma, France, Gabon Republic, Federal Republic of Germany, Iran, Iraq, Italy, Japan, Libya, Mexico, The Netherlands, Nigeria, Peru, Rumania, Turkey, USSR, United Arab Republic, United Kingdom, United States and Venezuela.



# 37th Annual Meeting of Canadian Chamber of Commerce

The new Department of Manpower and Immigration will "broaden the opportunities open to people, and do much to ensure that opportunities good for the national economy are also rewarding to individuals."

The statement comes from an address delivered by John Munro, Parliamentary Secretary to the Minister of Manpower and Immigration at the 37th Annual Meeting of the Canadian Chamber of Commerce held in Edmonton from October 2 to 5. Mr. Munro stated that these objectives would be achieved through first-class advice, counselling and information.

The speaker explained that, during the 1950s, the labour force increased more rapidly than employment, and the result was a rise in unemployment. "Conversely, during 1960-65, employment increased more rapidly than the labour force, with a substantial decline in unemployment." This forward thrust in manpower utilization has occurred despite automation, he said. He added that the Canadian economy has come closer to its employment goal over the past two years, but that a further rapid growth of the labour force by 2½ per cent per year is anticipated up to 1970.

"There is a continued need for sustained and rapid growth in total employment," Mr. Munro said. "One of the important parts of our service will be the capacity to assist effectively in making training opportunities available in slow-growth areas."

He said that the local employment service officers must be the people to whom employers and employees naturally turn when they have an employment problem — whether it is recruiting, job-finding, moving, training, or rehabilitation. "When Edmonton's employment office achieves the stature of the local branch of a chartered bank, we will know that we have arrived."

## Business and Education

John J. Deutsch, Chairman of the Economic Council of Canada, said in his talk on "Business and Education" that "the rising importance of skills in our economic progress makes it essential that

we devote a great deal more effort to examining important trends in the demand for manpower skills, and the implications which these have for the organization and development of educational and training programs."

He said that the new Department of Manpower and Immigration, which is designed to improve and strengthen placement services, and to bring about a better matching between men and jobs, is one important development. The second is the initiative taken by the 10 provincial ministers of education to find ways to improve inter-provincial co-operation in the educational system, and to develop more effective links between school curricula and the changing manpower needs of the economy.

## Apprehension Answered

The apprehension that some people feel about these developments, he said, could be answered by a quote from Dr. Alex King, Director of the Directorate for Scientific Affairs, Organization for Economic Co-operation and Development:

"The needs of an ever more complex and technological economy, with its specialization and rapid change, demand not a more strongly vocational and utilitarian approach, but a return to broad and fundamental educational principles aimed at developing an open, critical, and inquiring mind as a basis for individual development throughout life."

Dr. Deutsch averred that only limited improvements will be achieved unless business firms make greater efforts to evaluate and fill their future manpower needs. "If the economy is to achieve the sustained high levels of employment and growth which we are seeking for the future, adequate manpower planning will come to play the same basic role as sound financial and investment planning in the success of individual firms."

Hon. C. M. Drury, Minister of Industry, told the conference that the Department of Industry was created to actively promote the manufacturing industry in Canada, "both from the standpoint of improving our performance in export mar-

kets and our competitiveness in the domestic market."

Speaking on "Productivity and Economic Progress," Mr. Drury said, "We want to assure employment opportunities for all members of our rapidly growing labour force, together with a steady rise in real earnings. These goals cannot be achieved without a high rate of economic growth, and they also depend upon a viable balance of payments and reasonable price stability."

He said that, compared to an unemployment level close to 6 per cent in the first half of 1963, the rate for this July was 4.1 per cent on a seasonally adjusted basis, and 3.1 per cent on an unadjusted basis. The Gross National Product increased by 6.5 per cent in 1964 and a further 6.6 per cent in 1965, bringing the economy closer to capacity performance.

"We must moderate the present excessive demand on the economy and give concentrated attention to increasing the productivity of our industries." If this is not done, Mr. Drury said, the rise in money incomes will increasingly outpace the rise in real incomes, and normal expectations for progress in the standards of living will be forgotten or replaced by unrealistic hopes and aspirations.

## Rising Living Standards

During the past 20 years, the real output per employed worker in the commercial non-agricultural industries increased on an average of 2½ per cent per annum. The annual rate of increase in manufacturing increased by 3.4 per cent, and was slightly higher in agriculture. "Thus, for the economy as a whole, we might expect a productivity increase approaching 3 per cent per annum, and the possibility of a doubling in real incomes per worker in about 25 years."

He admitted that this is not a dramatic rate of increase in annual terms, but given full employment, it would move real incomes steadily higher and be impressive over a long period. "At this rate of increase, the average Canadian born today could expect to see, toward the close of his life, a standard of living seven to eight

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# Labour Policy and Collective Bargaining

Two papers presented at Laval University's 21st Annual Industrial Relations Conference last April dealt with labour policy. One, titled "Labour Policy," was delivered by Prof. Yves Dubé, Director of the Economics Department of Laval University; the second, titled "Labour Policy and Collective Bargaining," was by P. P. Proulx, assistant professor in the Department of Economics, McGill University.

Regrettably, the papers reprinted here could not be presented in their entirety because of space limitations. In the digests that follow, however, the main thesis of each author has been preserved.

## PROF. YVES DUBÉ

In the field of manpower policy, as in others, we should not fall into the mistake of giving preference to one particular policy. To achieve concrete results, we must use all the means at our disposal. What is important is a coherent policy.

This was the view expressed by Yves Dubé, Director of the Economics Department of Laval University, in his address on "Labour Policy."

Prof. Dubé emphasized the importance of increasing productivity within the Canadian economy; in this, training, guidance and labour mobility could play an important part, he said. With the labour force increasing rapidly, a high rate of increase in productivity was necessary if unemployment were not to increase and wages were not to fall, or at least stand still.

Policies aimed at full employment and rapid growth should not be pushed so far as to work against the two main objectives, a stable level of employment and a sustained increase in productivity, Prof. Dubé said. By following an inflationary policy, for instance, it was possible to bring about conditions in which enterprises could absorb more manpower at a given level of wages. But such a policy would work hardship on those who lived on fixed incomes, and would throw the balance of payments out of equilibrium.

A real increase in productivity would allow wages and profits to grow, and at the same time would allow prices to remain more or less stable.

In the attainment of the economic objectives we propose for ourselves, the next few years would be the most critical. After that, the growth in the labour force would be less spectacular. If we succeed in reaching our objectives, Canada's economic growth should be one of the most remarkable in the world; but if we failed, we should fall back into "the economic stagnation that characterized the period 1957-63," and the consequences might be tragic.

A general economic policy was not simply a question of ensuring full employment at any cost, Prof. Dubé said. It was necessary to ensure not only full employment but full development. It would not do to rely entirely on monetary and fiscal policy. It was also necessary to take into account other sectors of the economy, of which one of the most important was manpower—the key sector on which all others depended. Hence the need for a labour policy.

The objective of a labour policy should be to produce the best possible equilibrium between the supply of, and demand for labour on a short-term, as well as on a long-term basis. The transfer of manpower from less remunerative industries, occupations and regions to more prosperous industries, occupations and regions would ensure the well-being of the worker, and would also lead to increased productivity and national production.

A labour policy should begin with an aggressive policy in the field of education. The labour market in Canada, even more than elsewhere, was going to be full of young people. It was therefore of prime importance that young people should be prepared for the labour market by being trained for the particular jobs for which there was a demand. At the same time, general education must not be sacrificed, because it was needed to allow workers to adjust themselves to rapid technological change.

Besides training young people, however, there must be provision for raising the level of education of adults through retraining, in order to enable the necessary re-adjustment of the present labour force to take place. But the results of this training might be "very marginal;" the task of preparing young people for the labour market was the fundamental one.

It was also necessary to reclassify and retrain those in the labour force who were displaced by automation, and there might be a number of such people. Their situation was more difficult than that of those just entering the labour market; and because such workers were often lacking in education, retraining costs were likely to be high, and the benefits of retraining difficult to estimate.

The allocation of resources to this sort of training should not be lavish. "In my opinion, the choice should always be in favour of youth," the speaker said.

## Labour Mobility

Coming to the question of labour mobility, the speaker said that the difficulties experienced by other countries in this matter were complicated in Canada by the size of the country, and by the wide economic, social and cultural differences in various regions of the country.

Although there was a considerable degree of mobility between and within the various regions, there was not enough. This was clearly shown by the fact that although there was unemployment in some parts of the country, there were shortages of labour in others, and it was necessary to rely on immigration from other countries to fill some of these shortages.

At the same time, Prof. Dubé advised against placing any great reliance on promoting mobility by means of government grants or compensation, or loans for removal and resettlement. The effect of such a policy would be "fairly limited," he said. The main aim of policy designed to promote mobility should be to overcome "irrational resistance, and to give the



worker resources he could not otherwise obtain." Carried further than this, a policy of resettlement might produce considerable distortion, and lead to results that were harmful from an economic point of view.

A worker should be free to choose whether or not to remain in a region where wages are low. If his decision appears irrational, attempts should be made to change it and to encourage mobility. But, in the last resort, the worker must be left to choose between the monetary advantages of moving, and the non-monetary advantages of remaining where he is.

The speaker cited at some length the experience of countries of Europe in trying to promote mobility. This experience had proved that the disinclination to move was often very strong, he said. It had also proved that it was best to rely on "information services rather than on mobility subsidies."

In a country like ours, he said, too much emphasis was laid on geographical mobility, and not enough on occupational and industrial mobility. If this latter type of mobility were to be encouraged, it should be by a policy of training, relocation and information. Geographical mobility should be considered as a function of the other two kinds.

Prof. Dubé emphasized the point that it was important for the federal Government and the provinces to work together in executing their labour policies and their responsibilities should be clearly defined. For instance, it would be difficult to justify the existence of two employment services—one federal and the other provincial—if the latter were to have to obtain information from the former.

It was true that, here as elsewhere, a certain amount of competition might serve to make both services more efficient. But to avoid waste of resources, duplication of services should be avoided.

In the matter of worker mobility also, it would be better for the federal and provincial governments to work together, the federal Government concerning itself mainly with subsidizing mobility between the provinces, and the provincial governments devoting their efforts to promoting mobility within their own boundaries.

It would not do, for instance, for the federal Government to encourage mobility between provinces by various means if meanwhile a provincial government were pursuing policies, especially in the matter of social assistance, that tended to defeat the federal Government's efforts.

One of the main aims of policies connected with training and retraining should be to give workers forecasts of supply of,

and demand for labour in various occupations. "For real success in this work, the task of forecasting should, I think, be entrusted to one organization which would be in close contact with the labour market, and would thus have all the information necessary for forecasting. This organization should be the National Employment Service," Mr. Dubé said.

The speaker had something to say also about the policy of industrial decentralization, aimed at bringing the jobs to the workers rather than moving the workers to the jobs. He seemed to approve of such a policy, but he said that it would take time to apply, and that it had limitations. "Industry," he said, "will not move unless it is assured of conditions that will be favourable in the long run. There must be markets, an ample supply of skilled labour, and environments that encourage culture and education. There must be completely organized poles of development."

The creation of such "poles," would, however, take time. Meanwhile it would be necessary to rely mainly on a policy of mobility, especially in the short run, but even in the long run also. The decentralization solution was possible, and if it could be applied, so much the better; but it would not solve the whole problem, Mr. Dubé said.

#### PROF. P. P. PROULX

In his talk on "Labour Policy and Collective Bargaining," Prof. P. P. Proulx, Department of Economics, McGill University, told the Laval Conference that Quebec's political and socio-economic environment is not easily adapted to labour policies used by other industrialized countries.

He explained that a labour policy is concerned with the occupational, industrial and regional mobility of technically trained workers, and the planning of an information system to balance labour's supply and demand at the local, regional, provincial and federal levels.

A labour policy for Quebec, Prof. Proulx asserted, would eventually bring about a re-organization of collective bargaining that would result in greater integration among unions as well as employers, and more co-operation between the two groups.

"Through collective bargaining, employers and unions discuss ways to facilitate the mobility of workers; but if one considers that only about 30 or 35 per cent of workers belong to unions, one is forced to reflect on the very narrow limits imposed on the relocation of manpower."

A higher percentage of manpower could be reached only through an organizational framework, the speaker said.

He pointed out that re-organization of collective bargaining is not an end in itself, but a means to an end—the development and application of more enlightened and effective ways to execute Quebec's private and public labour policies.

Prof. Proulx described what he believed to be necessary changes in collective bargaining in order to make a general labour policy feasible for Quebec. He said that labour and management should adapt to their policy what is known as *paritarisme* in Western Europe. This is an atmosphere of equality where labour and management meet, discuss, negotiate and decide "on equal terms" without the aid of a third party, and without open conflict. He pointed out that this emphasis on joint and regular meetings to examine complex problems is a common feature shared by Europe's *paritarisme* and Canada's labour-management committees.

The vertical aspect of *paritarisme* should be considered, he said, because problems resulting from technological change and planning policies often go beyond the jurisdiction of the negotiating body at the employer level.

Prof. Proulx suggested also that a labour policy might be made more effective by statute or by decree. He told the conference that the Superior Labour Council of Quebec, whose term had just expired, was preparing recommendations along these lines to submit to the Minister of Labour.

Other suggestions made by Prof. Proulx toward bringing about an effective labour policy were:

- adopt co-management or joint decision-making to give workers a voice in management;
- strengthen and extend the Superior Labour Council that is now working in an advisory capacity in Quebec;
- establish subcommittees at the industry or regional level under the jurisdiction of the Permanent Commission of the Superior Labour Council;
- try out obligatory conciliation, with or without public recommendation, on an ad hoc basis, or on a preventive and continuous basis;
- use industry-, region- or province-wide bargaining to help collective bargaining adapt to a labour policy.

Prof. Proulx told the conference that the danger of serious interference with the pendulum of labour supply and demand is inherent in industry- region- or province-wide collective bargaining. And too great rigidity or uniformity in the level of salaries fixed by collective bargaining would entail significant readjustments in the labour force.



"There would also be the danger of excessive centralization of decisions on the part of either unions or employers, so that industry or provincial representatives might not be sufficiently aware of local needs."

### **Desirable Changes**

Conversely, joint and continuous negotiation at the regional, industrial or provincial level would bring desirable changes in the process of collective bargaining, he said. Unions and employers would make their decisions in the context of the whole, and not of the individual body. This would allow a more objective examination of their views on wages, prices, productivity, employment and international competition. At this level, the common in-

terests of the partners would become more visible, and it would be easier for unions and employers to decide on the objectives of a policy on planning, labour, income and prices.

"Social partners are more likely to try to apply a policy that they have helped to formulate than one that is imposed on them."

Prof. Proulx believes that continuous joint negotiation or consultation makes bargaining on complex items easier and more fruitful, since many problems that arise in collective bargaining cannot be satisfactorily settled by negotiation at the last minute and at the local level.

In conclusion, Prof. Proulx warned against thinking that integration between unions and employers is a prerequisite for

a labour and incomes policy. Institutional changes, he said, do not alter the problems themselves—only the point of view from which they are examined.

"I believe that we may be a little pessimistic about the prospect of labour and management reaching an agreement to settle their problems jointly without too much intervention from third parties in Quebec, because as Jean-Réal Cardin [Professor, Industrial Relations, Laval University] so well expressed it: 'New institutional frameworks do not on their own ensure co-operation at the level of the mind and the will.' I am convinced, however, that the larger the part played by the partners in the formulation of a labour policy, the more effective it will be."

## **U.S. Fair Labor Standards Act**

*Continued from page 724*

tween the hospital and the employees, overtime may be calculated on a bi-weekly rather than a weekly basis, in which case the premium rate will have to be paid for hours worked in excess of eight in a day and 80 in the 14-day work period.

The former exemptions for seasonal industries have been narrowed. There is a general exemption available to industries found by the Secretary to be of a seasonal nature, and an exemption for farm enterprises. Both exemptions offer employers relief from the overtime standard for 14 weeks in a year. An employer who qualifies for both is exempted for only 20 weeks, however.

Under the general exemption, employees in seasonal industries may be required to work up to 10 hours a day and 50 in a week at regular rates for a period of 14 weeks in each year.

The farm exemption applies to industries engaged in the first marketing processing of agricultural or horticultural commodities. It permits employees to work up to 10 hours in a day or up to 48 hours in a week at regular rates for a maximum period of 14 weeks. In its report, the conference committee stated: "It was the declared intention of the conferees to give notice that the days of overtime exemptions for employees in the agricultural processing industry are rapidly drawing to a close, because advances in technology are making the continuation of such exemptions unjustifiable."

### **Excessive Overtime**

Proposals to curtail excessive overtime work, and a recommendation that the penalty overtime rate be increased from one

and one half of the regular rate to twice that rate for excessive overtime were rejected by Congress. The Secretary of Labor was directed by the Act, however, to make a "complete study of present practices dealing with overtime payments for work in excess of ..... hours .... week and the extent to which such overtime work impedes the creation of new job opportunities in American industry." The Secretary must submit his report, with recommendations, by July 1, 1967.

The House Labor Committee said that it was particularly interested in finding answers to such questions as: What is regularly scheduled overtime? What is emergency or unavoidable overtime? Is the present rate effective in some industries? To whom would the benefits of higher penalty overtime accrue? How many full-time positions would be created? How much overtime is necessitated by a rapid economic growth that outpaces the ability of industry to expand facilities? How would such a proposal aid the hardcore unemployed, youths, minorities, the aged, and the unskilled? Would the United States be adversely affected in its foreign trade, or would foreign nations receive an advantage in the domestic market?

### **AGE DISCRIMINATION**

A Senate amendment prohibiting discrimination in employment against persons 45 years or older because of age was not written into the law.

The Secretary of Labor was directed, however, to submit to Congress, by January 1, 1967, specific legislation prohibiting age discrimination in employment.

## **Training Legislation**

*Continued from page 722*

### **SASKATCHEWAN**

#### **Nurses Education Act**

A new Act in Saskatchewan, the Nurses Education Act, 1966, placed the training of nurses under the Department of Education. In line with this change, the Department of Education Act was amended to give that Department authority to make such arrangements "as are deemed necessary for the education of nurses, and for the education and training of ancillary nursing personnel."

The Nurses Education Act also provided for the establishment of an advisory board to be called the "Board of Nursing Education."

#### **Saskatchewan Youth Act**

An amendment to the Saskatchewan Youth Act authorized provincial grants to youth service organizations, or to any other organization or person concerned with physical, cultural or social activities on behalf of youth.

Subject to the approval of the Lieutenant-Governor in Council, the Minister was authorized to make agreements with the federal Government, another province, or any youth service organization, or other institutions, respecting the youth of Saskatchewan.

### **MANITOBA**

In order to provide greater opportunities for vocational training, the Manitoba Public Schools Act was amended to authorize the establishment of regional vocational schools.



## Union Membership at record high in Canada

At the beginning of 1966, union membership in Canada stood at a record high of 1,736,000, it was reported in the Department's annual survey, *Labour Organizations in Canada, 1966*.

Since January 1965, union membership climbed by 147,000, making a gain of 9.3 per cent—the highest percentage increase for any single year since 1952. And union members comprised 30.7 per cent of all non-agricultural paid workers — 24.5 per cent of the total Canadian labour force.

The largest numerical increase in membership was reported by the United Automobile, Aerospace and Agricultural Implement Workers of America, with a gain over the previous year of 19,300 members, or 25 per cent. The United Steelworkers of America reported an increase of 10,000 members, or 9 per cent, and the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, had an increase of 9,800 members, or 23 per cent.

The Canadian Labour Congress, the larger of Canada's two central labour groups, has affiliate unions whose memberships total 1,282,000, or 74 per cent of the total union membership. This marks an increase of 101,000, or 8.5 per cent over the previous year.

At January 1966, the Confederation of National Trade Unions, with 188,000 members, comprised almost 11 per cent of the total, with a reported increase of 38,000, or 25.6 per cent.

International unions, with 1,220,000 members in Canada, continue to comprise just over 70 per cent of the total union membership. National and regional unions make up another 26 per cent of Canada's trade union membership. Directly chartered local unions constitute 1½ per cent of the total, and independent local organizations comprise less than 3 per cent of the total.

The United Steelworkers of America retained its position in 1966 as the largest union, with 120,000 members. Second and third largest are the United Automobile, Aerospace and Agricultural Implement Workers of America, with 96,800, and the Canadian Union of Public Employees with 89,400 members.

*Labour Organizations in Canada, 1966* is available in English and French from the Queen's Printer, Ottawa, at 50 cents a copy.

## Insurance registrations and other UIC statistics

On August 31, insurance books or contribution cards had been issued to 4,809,372 employees who had made contributions to the Unemployment Insurance Fund since April 1.

On the same date, registered employers numbered 344,970, an increase of 402 since July 31.

### Enforcement Statistics

During August, 8,993 investigations were conducted by enforcement officers across Canada. Of these, 6,153 were spot checks of claims to verify the fulfilment of statutory conditions, and 966 were miscellaneous investigations. The remaining 1,874 were investigations in connections with claimants suspected of making false statements to obtain benefits.

Prosecutions were begun in 280 cases, 148 against employers and 132 against claimants.\*

Punitive disqualifications as a result of false statements or misrepresentations by claimants numbered 554\*.

### Unemployment Insurance Fund

Revenue received by the Unemployment Insurance Fund in August totalled \$36,046,963.82, compared with \$37,490,663.13 in July and \$34,443,345.45 in August 1965.

Benefits paid in August totalled \$11,821,420.49, compared with \$13,661,091.80 in July and \$12,790,935.08 in August 1965.

The balance in the Fund on August 31 was \$203,173,824.15. On July 31, it was \$178,948,280.82; and on August 31, 1965, it was \$81,456,772.57.

## Belgian Women

*Continued from page 710*

much to arouse public opinion both at home and in the other Common Market countries on a problem that is generally little known. Attention was also drawn to other aspects of working conditions.

The Belgian Federation of Labour has appointed several subcommittees to look into the problems of working women, including wages, vocational training and retraining, social welfare, home help facilities, and trade union activities. The Social Commission of the European Parliament also decided to call a special meeting to discuss non-compliance by member countries (except France) with the Rome Treaty clause on equal pay (L.G., Nov., p. 653).

\*These do not necessarily relate to the investigations conducted during this period.

## Wage Schedules Prepared In September

The Department of Labour prepared 295 wage schedules in September for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada, for works of construction, remodelling, repair or demolition, and certain services.

In the same period, 199 contracts in these categories were awarded. In addition, 169 contracts that contained the General Fair Wages Clause were awarded by Central Mortgage and Housing Corporation, The St. Lawrence Seaway Authority, and the Departments of Defence Production, Post Office, Public Works and Transport.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned, or to others who have a *bona fide* interest in the execution of the contract.

Contracts awarded in September for the manufacture of supplies and equipment were:

Department	No. of Contracts	Aggregate Amount
Defence		
Production	131	\$739,080.00
Post Office	5	50,591.63
Transport	4	36,564.40

In September, the sum of \$3,085.15 was collected from 11 contractors for wage arrears due their employees as a result of the failure of the contractors, or their subcontractors, to apply the wage rates and other conditions of employment required by the schedule of labour conditions forming part of their contract. This amount is for distribution to the 44 workers concerned.

## Fire Destroys ILO Building

Fire has destroyed an ILO building housing important services in Geneva. It occurred on November 16. The building housed two major departments—those dealing with industrialization of developing countries. The loss was placed at \$926,000. ILO Director-General David A. Morse said: "We are making arrangements to ensure that the work involved will continue without disruption."

# PRICE INDEXES

## Consumer, October 1966

The consumer price index (1949=100) edged up 0.1 per cent to 145.3 at the beginning of October from 145.1 at the beginning of September. The October index was 4.3 per cent higher than the October 1965 index of 139.3.

Increases in four of the main component indexes, ranging from 1.7 per cent for clothing to 0.3 per cent for recreation and reading, outweighed decreases of 1.0 per cent in the food index and 0.1 per cent in the transportation index. The tobacco and alcohol index remained unchanged.

The food index decreased 1.0 per cent to 145.6 from 147.1 in September. Seasonally lower prices were reported for vegetables, some fruits, especially apples and grapes, and eggs. Other foods for which prices were lower included bread, sugar, tea, coffee, fresh and cured pork (except rib chops) and turkey. Higher prices were reported for butter, margarine, corn flakes, oranges, grapefruit, bananas, tomatoes, frozen vegetables, most beef cuts, pork chops, wieners, fish and chicken.

The housing index rose 0.5 per cent to 146.1 from 145.4 as a result of higher prices in the shelter and household operation components. Advancing building costs and higher rents moved the shelter component. In the household operations component, higher prices for furniture, small electric appliances, some textiles, most utensils and equipment, and supplies combined to outweigh lower prices for heavy appliances, carpets and light bulbs.

The clothing index advanced 1.7 per cent to 129.2 from 127.0 as widespread price increases occurred in every component of the index. Lower prices were recorded for some items including men's work trousers, men's and boys' underwear, ladies' wool dresses and suits, men's oxfords and infants' diapers.

The transportation index edged down 0.1 per cent to 151.1 from 151.2. Lower train and bus fares outweighed higher taxi fares and higher prices for gasoline and motor oil.

The health and personal care index rose 0.8 per cent to 182.7 from 181.3. Increases were recorded for doctors' and dentists' fees, optical care and prepaid medical care.

The recreation and reading index rose 0.3 per cent to 159.2 from 158.8 as a result of price increases in the recreation component. Higher admissions to sporting events, coupled with price increases

for radios, television sets, phonograph records and bicycles moved the index.

The tobacco and alcohol index remained unchanged at 126.4.

## Wholesale, September 1966

The general wholesale index rose to 260.8 in September, up 0.2 per cent from the August index of 260.4, and 3.9 per cent more than the September 1965 index of 251.1. Five of the eight major group indexes were higher; two declined. The non-ferrous metals products group index was unchanged at 229.0.

The animal products group index advanced 1.1 per cent to 299.9 from 296.7 in August on price increases for milk and its products, fresh meats, livestock, and fishery products. The chemical products group index advanced to 210.4 from 209.0; the non-metallic minerals products group to 194.1 from 193.5; the iron products group to 268.9 from 268.1; and the textile products group to 251.6 from 251.4.

The vegetable products group index declined to 225.3 from 226.5, and the wood products group to 342.4 from 342.5.

## City Consumer, September 1966

The consumer price indexes (1949=100) edged up between August and September in eight of the ten regional cities, and declined slightly in two. Movements ranged from increases of 0.4 per cent in Vancouver and Edmonton-Calgary to a decrease of 0.5 per cent in St. John's.

The component indexes displayed mixed movements throughout the regional cities, with upward trends predominating. Food indexes declined in seven cities, rose slightly in two, and remained constant in one. Housing indexes increased in all but one city, where it remained unchanged. Clothing indexes advanced in all cities with upward movements ranging from a low of 0.3 per cent in St. John's to a high of 2.2 per cent in Ottawa.

Transportation indexes exhibited an upward trend, and all cities shared in the increase. Health and personal care indexes displayed mixed movements, with increases in four cities, decreases in three, and no changes in three. Recreation and reading indexes decreased in nine of the 10 regional cities, and showed a marked

increase in one. Tobacco and alcohol indexes advanced in all cities.

Regional consumer price index point changes between August and September were: Vancouver +0.6 to 139.6; Edmonton-Calgary +0.5 to 135.9; Winnipeg +.04 to 140.5; Montreal +0.3 to 142.9; Toronto +0.3 to 148.2; Saskatoon-Regina +0.3 to 137.0; Saint John +0.1 to 141.9; Ottawa +0.1 to 145.3; St. John's -0.6 to 126.5; Halifax -0.1 to 138.9.

## Residential Building

The price index of residential building materials (1935-39=100) increased in September by 0.2 per cent to 346.4 from 345.7 in August and to 151.9 from 151.6 on the 1949=100 base. The non-residential building materials index (1949=100) advanced 0.2 per cent to 150.8 from 150.5.

## U.S. Consumer, September 1966

The United States consumer price index (1957-59=100) rose by 0.3 per cent to 114.1 in September, from 113.8 in August. The total increase in consumer prices since September 1965, is 3.5 per cent.

Food prices dropped in September by 0.2 per cent, due mainly to a substantial decline in fresh fruits and vegetables. Among other foods, meat prices increased after easing for two months, but poultry prices moved downward.

Major increases were registered for medical care, 129.4, and health and recreation, 119.9. However, prices for 1966 model new cars declined a little more than is seasonal.

## British Retail, August 1966

The British index of retail prices (Jan. 16, 1962=100) rose to 117.3 at mid-August from 116.6 at mid-July. The August index one year earlier was 112.4.

The rise in the index was due mainly to increases in the prices of alcoholic beverages, gasoline, many items subject to purchase tax, and eggs.

The index for foods fell by about one-half of 1 per cent to 113.0, compared with 113.7 in July. The index for the food group as a whole declined to 116.1 from 116.2 in July.

The index for fuel and light, durable household goods, clothing and footwear, transport and vehicles, miscellaneous goods, and services, all advanced in August.



# Employment and Unemployment in September

Employment in September, estimated at 7,311,000, was 266,000 lower than in August; over the year it was up 328,000. Between August and September, the total labour force declined by 289,000, to 7,516,000, a near-normal decrease for the period as students left the labour force to return to school.

Unemployment declined by 23,000 to 205,000 from the August figure of 228,000, but was 29,000 higher than a year earlier.

The unemployment rate in September was 2.7 per cent of the labour force, compared with a rate of 2.5 per cent in September 1965. Seasonally adjusted, the September rate was 4.0 per cent, and 3.1 per cent in September 1964.

Between August and September, the decrease in employment of persons 14 to 24 years of age amounted to 355,000. This decline was partly offset by a gain of 89,000 among persons 25 and over; most of the increase was among women.

The labour force in September was

357,000, or 5.0 per cent, higher than a year earlier. Employment was up 328,000, or 4.7 per cent, during the year. Unemployment was 29,000 higher than a year earlier.

## Employment

About five-sixths of the 266,000 decline in employment between August and September was in non-farm industries, and compared with a year earlier, was up 350,000, or 5.5 per cent. The largest decreases occurred in manufacturing, construction and trade. In all other industries, the changes during the month were about normal for this period. The largest gains were in community, business and personal service and in manufacturing; there were also substantial increases in trade and construction. Farm employment, at 603,000, was 22,000 lower than a year earlier.

Employment was noticeably higher than a year ago in all regions. The gains ranged from 2.8 per cent in the Atlantic region to 7.4 per cent in British Columbia.

## Unemployment

Unemployment declined by 23,000 to 205,000 between August and September. The decrease was about normal for the period, and was associated in part with the re-opening of schools. The September estimate of 205,000 was 29,000 higher than in 1965. The increase was concentrated among persons 14 to 24 years of age.

About four-fifths, or 162,000, of the total number of unemployed had been out of work for three months or less. Some 21,000 had been seeking work from four to six months, and 22,000 for seven months or more.

The review is prepared by the National Labour Market Analysis Section, Surveys and Analysis Branch, Department of Manpower and Immigration. The tables are prepared jointly by that Branch and the Dominion Bureau of Statistics.

## Labour Market Conditions

Labour Market Areas	Labour Surplus				Approximate Balance		Labour Shortage	
	Group 1		Group 2		Group 3		Group 4	
	September 1966	September 1965	September 1966	September 1965	September 1966	September 1965	September 1966	September 1965
Metropolitan.....	—	—	2	—	10	12	—	—
Major Industrial.....	1	1	10	4	15	21	—	—
Major Agricultural.....	—	—	1	1	13	13	—	—
Minor.....	—	—	12	2	42	50	4	6
Total.....	1	1	25	7	80	96	4	6

## Classification of Labour Market Areas — September

	Substantial Labour Surplus	Moderate Labour Surplus	Approximate Balance	Labour Shortage
	Group 1	Group 2	Group 3	Group 4
		Quebec-Levis Vancouver-Abbotsford- New Westminster	Calgary Edmonton Halifax Hamilton Montreal Ottawa-Hull St. John's Toronto → WINDSOR Winnipeg	
METROPOLITAN AREAS (labour force 75,000 or more)				

# CLASSIFICATION OF LABOUR MARKET AREAS—SEPTEMBER

	<i>Substantial Labour Surplus</i>	<i>Moderate Labour Surplus</i>	<i>Approximate Balance</i>	<i>Labour Shortage</i>
	<i>Group 1</i>	<i>Group 2</i>	<i>Group 3</i>	<i>Group 4</i>
MAJOR INDUSTRIAL AREAS (labour force 25,000-75,000; 60 per cent or more in non-agricultural activity)	Oshawa	Corner Brook Joliette Lac. St. Jean NEW GLASGOW← Niagara Peninsula Saint John Shawinigan Sherbrooke SYDNEY-SYDNEY MINES← VICTORIA←	→BRANTFORD Cornwall Fort William-Port Arthur Granby-Farnham- Cowansville Guelph Kingston Kitchener London Moncton Peterborough Rouyn-Val d'Or →SARNIA Sudbury Timmins-New Liskeard- Kirkland Lake Trois Rivières	
		Thetford-Lac Megantic-Ville St. Georges	Barrie Brandon Charlottetown →CHATHAM Lethbridge Moose Jaw North Battleford Prince Albert Red Deer Regina Rivière du Loup Saskatoon Yorkton	
MAJOR AGRICULTURAL AREAS (labour force 25,000-75,000; 40 per cent or more in agriculture)				
MINOR AREAS (labour force 10,000 to 25,000)		Bathurst Central Vancouver Island DAWSON CREEK← Drummondville Gaspé KAMLOOPS← Newcastle Quebec North Shore Rimouski Ste. Agathe-St. Jerome ST. STEPHEN← Valleyfield	Beauharnois Belleville-Trenton Bracebridge Brampton Bridgewater Campbellton Chilliwack Cranbrook Dauphin Drumheller Edmundston Fredericton Galt GODERICH← Grand Falls Grande Prairie Kentville Lachute-St. Therese →LINDSAY Medicine Hat Montmagny North Bay Okanagan Valley Owen Sound Pembroke Portage la Prairie Prince George-Quesnel Prince Rupert	Listowel →ST. THOMAS Swift Current →WEYBURN
		<i>Group 3 (Concluded)</i> St. Hyacinthe St. Jean Sault Ste. Marie Simcoe →SOREL Stratford Summerside Trail-Nelson Truro Victoriaville Walkerton Woodstock, N.B. Woodstock-Tillsonburg Yarmouth		

→ The areas shown in capital letters are those that have been reclassified during the month, an arrow indicates the group from which they moved. For an explanation of the classification used, see page 476, August 1966 issue.



# Labour Statistics

Principal Items	Date	Amount	Percentage Change From	
			Previous Month	Previous Year
TOTAL CIVILIAN LABOUR FORCE*.....(000)	Sept. 17	7,516	— 3.7	+ 5.0
Employed.....(000)	Sept. 17	7,311	— 3.5	+ 4.7
Agriculture.....(000)	Sept. 17	603	— 7.1	— 3.5
Non-agriculture.....(000)	Sept. 17	6,708	— 3.2	+ 5.5
Paid workers.....(000)	Sept. 17	6,228	— 3.7	+ 6.3
At work 35 hours or more.....(000)	Sept. 17	6,109	+ 2.8	+ 4.0
At work less than 35 hours.....(000)	Sept. 17	903	+ 13.7	+ 8.0
Employed but not at work.....(000)	Sept. 17	299	— 64.5	+ 10.3
Unemployed.....(000)	Sept. 17	205	— 10.1	+ 16.5
Atlantic.....(000)	Sept. 17	27	+ 3.8	+ 17.4
Quebec.....(000)	Sept. 17	75	— 9.6	+ 8.7
Ontario.....(000)	Sept. 17	58	— 22.7	+ 23.4
Prairie.....(000)	Sept. 17	16	— 5.9	— 11.1
Pacific.....(000)	Sept. 17	29	+ 7.4	+ 52.6
Without work and seeking work.....(000)	Sept. 17	196	— 6.7	+ 17.4
On temporary layoff up to 30 days.....(000)	Sept. 17	9	— 50.0	0.0
INDUSTRIAL EMPLOYMENT (1961=100).....	June	123.9	+ 3.0	+ 6.2
Manufacturing employment (1961=100).....	June	126.2	+ 2.1	+ 5.9
IMMIGRATION.....	1st. 9 mos.	144,534	—	+ 33.3
Destined to the labour force.....	1st. 9 mos.	74,333	—	+ 33.8
STRIKES AND LOCKOUTS				
Strikes and lockouts.....	September	126	— 4.6	+ 37.0
No. of workers involved.....	September	161,195	— 25.4	+ 667.2
Duration in man days.....	September	550,960	— 43.1	+ 155.0
EARNINGS AND INCOME				
Average weekly wages and salaries (ind. comp.).....	June	\$95.99	0.0	+ 5.6
Average hourly earnings (mfg.).....	June	\$ 2.23	0.0	+ 5.7
Average hours worked per week (mfg.).....	June	40.7	— 0.5	— 1.2
Average weekly wages (mfg.).....	June	\$90.86	— 0.6	+ 4.6
Consumer price index (1949=100).....	September	145.1	+ 0.1	+ 4.3
Index numbers of weekly wages in 1961 dollars (1961=100).....	June	109.3	— 0.9	+ 1.1
Total labour income.....\$000,000.	June	2,486	+ 2.6	+ 12.3
INDUSTRIAL PRODUCTION				
Total (average 1949=100).....	August	262.9	+ 3.1	+ 6.2
Manufacturing.....	August	236.8	+ 2.0	+ 5.9
Durables.....	August	227.6	— 3.9	+ 5.5
Non-durables.....	August	244.6	+ 7.2	+ 6.2
NEW RESIDENTIAL CONSTRUCTION†				
Starts.....	August	8,427	— 14.2	— 45.7
Completions.....	August	10,814	— 15.9	†11.8
Under construction.....	August	70,300	— 3.3	— 23.7

\*Estimates of the labour force, the employed and the unemployed, are from *The Labour Force*, a monthly publication of the Dominion Bureau of Statistics which also contains additional details of the characteristics of the labour force, together with definitions and explanatory notes. †Centres of 5,000 population or more. NOTE: Blank spaces indicate data unavailable at press time.

# Medical Womanpower in Canada

Of the 1,533 women physicians practising in Canada, 628 graduated between 1950 and 1959 and made up the largest number of women medical students to graduate in any 10-year period between 1900 and 1960.

Women physicians in Canada accounted for 7.6 per cent of the total number in practice during 1963-64, and three quarters of the doctors "not in practice," according to an article published in the June issue of the *Canadian Medical Association Journal*.\*

The survey was conducted in order to appraise the medical skills of women, to stimulate thought on how best to utilize these skills, and to provide information and guidance to young women considering a medical career. Some of the information gathered was requested by the Medical Women's International Association (MWIA) for a discussion on "The Optimal Utilization of Medical Woman Power" at their 10th congress held in Canada during July 1966.

Completed questionnaires from 2,191 women physicians who were graduated from university between 1883 and 1964 formed the basis for the following highlights.

At the time of the survey, 216 women doctors were abroad, 76 had died, and contact with 146 was impossible, leaving 1,753 as object of the survey. Their marital status was:

	No.	Percentage
Married	959	54.7
Single	680	38.8
Other	73	4.2
Not known	41	2.3
Total	1,753	100.0

By 10-year periods between 1911 and 1964, there was a consistent percentage

\*The Canadian Medical Association Journal, June 4, 1966, A Survey of Women Physicians in Canada, 1883-1964 by Eva Mader MacDonald, M.D., C.M. and Elizabeth M. Webb, B.Sc., Toronto.

increase in the number of medical women. In the first third of the century, the figure stood at 2 per cent, and rose to 7 per cent in 1964.

Of the 567 responding women physicians trained in other countries, 89 per cent resided in Canada. The extent of their professional activity is detailed below:

	No.	Postgrad Training	Full-Time Practice	Part-Time Practice	Retired	Not in Practice	Not Stated
		%	%	%	%	%	%
Graduates of universities, other countries.....	567	19	47	8	5	2	19
Graduates of Canadian universities.....	1,186	17	59	5	11	4	3
Total.....	1,753	18	55	6	9	4	8

From the foregoing table, it will be seen that a greater percentage of Canadian-educated women physicians were pursuing full-time medical careers than graduates from other countries (59 per cent vs. 47 per cent). On the other hand, the proportion from schools outside Canada who were in part-time practice was higher than for graduates from Canadian schools (8 per cent vs. 5 per cent). Canadian graduates had a slightly larger percentage "not in practice" (4 per cent vs. 2 per cent) and "retired" (11 per cent vs. 5 per cent).

Professional activity for women physicians, by age, was indicated in a tabulation by period of graduation between 1900 and 1964. The tabulation accounted for 1,533 women physicians, 87 per cent of the total in Canada.

Of the 1,533 women physicians practising in Canada, 628 (41 per cent) graduated in the decade 1950 to 1959; and

they made up the largest number of women medical students to graduate in any 10-year period from 1900 to 1964. Of the 628 who graduated in the 1950-59 decade, 96 per cent were still practising.

Women physicians classified as "temporarily retired" or "never practised" numbered 61, and accounted for 4 per

cent of all women physicians in Canada. With the exception of one, all were married, and the largest portion of these, 34 per cent, were graduated in the period 1960-64. They were young married women who would be able to return to the practice of medicine later on if they could keep their medical knowledge up to date.

It was noted that the problems of married women physicians deserved careful

Graduation Period	No. Active	% Grads in Period	% of Occupation
1900-09	1	9	
1910-19	6	23	
1920-29	59	57	4
1930-39	153	80	10
1940-49	387	87	25
1950-59	628	96	41
1960-64	299	94	20



consideration and study. Solutions to these problems could reduce the period of inactivity and possibly prevent abandonment of medical work by these well trained women.

### Retired Women Doctors

Women retired after a period of 10 years or more in practice numbered 156, of whom 116 were married, 33 single, and 7 widowed or divorced.

From the year of graduation it was determined that married women physicians retired at an earlier age than their unmarried colleagues. The authors recommended therefore, that special study be directed to the problems faced by those who wished to return to medical practice. Needs such as current clinical experience, extra study courses, financial aid, and domestic assistance would have to be considered.

### Occupational Area

General practice accounted for the largest group of the 1,753 women physi-

cians, 27.2 per cent compared to 46.2 per cent of all physicians.

A higher percentage of women doctors than of the total number of physicians were in public health, pediatrics, anaesthesia, pathology and radiology. The lowest proportion of women doctors were surgeons—1.2 per cent, in contrast to 13.5 per cent of all physicians associated with that specialty. The authors raised the question of whether or not women were inhibited about going into surgery, and whether or not they had encountered inadequate facilities in Canada for training women in this field.

Public health accounted for the lowest percentage for all physicians, 0.6, whereas close to 7 per cent of the women physicians were in that field. The participation rate for women physicians and total physicians in obstetrics and gynecology was identical at 3.4 per cent.

The percentage of women among medical students had increased from 5 per cent in 1957-58 to upwards of 10 per

cent more recently. First-year students made up 8.6 per cent of the total in 1957-58 and rose to 12.7 per cent for the 1965-66 academic year.

### Recommendations

Among the recommendations contained in the article were the following:

- although it is a personal decision whether a woman chooses to work at her profession or not, there is a need for all trained physicians to make a contribution to the medical work of the community;
- hospitals and medical educators need to consider a more flexible course or courses for intelligent, well trained, interested women who wish to re-enter the active practice of medicine;
- more study should be given to ways and means of preventing the complete drop-out of medical women following periods of enforced inactivity.

## TUC 98th Annual Conference

*Continued from page 715*

that would be the end of the trade union movement as it existed today.

"We are told that we should accept this on a voluntary basis; but what a queer voluntary basis it is! We are told that if we do not accept it on a voluntary basis we shall get it imposed on us. This is not my idea of 'voluntary'!"

### J. Gormely

J. Gormely, National Union of Mineworkers, said that the unions had not agreed voluntarily that they would not make any new wage claims for a given period, and had therefore forced the Government to act. "If we had done it voluntarily, all the agreements reached voluntarily, which now have been frozen, need not have been frozen."

The Mineworkers' Union pledged its 447,000 votes to support the wage freeze "with grave misgivings," but in recognition of the need for drastic action to avoid a further deterioration in the economy, and in the belief that the Government would vigorously pursue policies designed to bring about greater social justice.

Speakers in the debate divided roughly into four groups: those who urged loyalty to the Government, trust in the General Council, and an admission of the union's own past errors; those, who, whether supporting or opposing present policies, emphasized the prime need for an income

policy which would work; those who feared the demise of union freedom; and those who blamed the Government's foreign and defence policies for the economic crisis.

### H. Smith

H. Smith, Draughtsmen's and Allied Technicians' Union, said his union had asked him to remind the Congress that, if all known and approved scientific techniques were wedded, an annual increase of 8 per cent in production and productivity would be feasible.

"Instead of chasing after little obstacles," Mr. Smith said, "the General Council should examine the reasons why our society is still unable to create the conditions in which we technicians can make the fullest contribution to the country."

### Principal Motions

A motion calling for the nationalization of key sections of the aircraft industry, and for a much greater measure of public control over all manufacture of airframes and aero-engines, was unanimously approved. Other motions passed:

- called on the Government to examine the problems of assessing the productivity of non-manual (white-collar) workers, and to give more positive guidance about productivity bargaining or

- acceptable alternative criteria applicable to the non-manual sector of industry;
- urged the Congress to re-affirm its support for a national fuel policy designed to secure the maximum economic use of indigenous energy resources, since it was no longer in the national interest for coal to be contracted;
- called for a fully integrated transport system based on public ownership, and for the setting up of powerful regional authorities to administer transport services;
- urged unions to provide cheap insurance schemes for members, and called on the Government to strengthen the powers of inspection of the Board of Trade under the Insurance Companies Act, 1958, and to raise the solvency margins of insurance companies;
- called for the cessation of the bombing by America of North Vietnam, and pledged its support of any action by the Government or the United Nations to bring about peace;
- condemned the Rhodesian unilateral declaration of independence, and urged the General Council to do all in its power to reverse this policy and to promote the principle of "one man—one vote."
- requested better provision for pre-school children, including more nursery schools, nursery classes and day nurseries; and
- deplored the "inarticulate" speeches by union leaders in general, and urged that they be better educated.

# The Handicapped at Expo 67

Canada's international exhibition will demonstrate the feasibility of designing buildings with improved access for the handicapped.

The efforts of handicapped persons to take part in community life and in productive employment are often frustrated by their difficulty in getting about in public buildings that do not provide any special facilities for them. This is so not only in Canada but in other parts of the world.

In Canada, however, the concern of many persons and organizations about this matter has led to the development of special designs, and these have been brought together in *Building Standards for the Handicapped, 1965*, which has been published as a supplement to the National Building Code of Canada.

The approaching celebration of Canada's 100th anniversary now presents a unique opportunity to demonstrate the feasibility of these standards by incorporating them in buildings that will be used by people from all parts of the world attending the Universal and International Exhibition of 1967, better known as Expo 67, which is to be held in Montreal from April 28 to October 27 next year.

Gilbert R. Beaton, the architect of the Western Canada Pavilion at Expo 67, has written an account of the preparations being made to make this exhibition accessible to the handicapped. His account, which was prepared for the *Journal of the Western Paraplegic Association*, is reproduced here for the benefit of those who are concerned with the difficulties of the handicapped and the aged.

## Aids Incorporated

"This exhibition," Mr. Beaton said, "will be the 'icing on the cake' of Canada's centennial celebrations. It has been qualified as a Class A exhibition by the world body governing International Affairs and Exhibitions, and as such is the first to come to North America. With over 70 countries participating with pavilions at Expo 67, it promises to be not only one of the most thrilling exhibitions ever held, but also one of the largest.

"To make the journey of the handicapped person more comfortable as he

tours Expo 67, many aids have been incorporated in the designs being prepared for the site and buildings.

"The consultants for all buildings erected by Expo, such as theme buildings, restaurants, washrooms and bandstands, are obliged to follow the recommendations in the pamphlet *Building Standards for the Handicapped, 1965*, a supplement to the National Building Code of Canada. Pavilion architects have been strongly advised to make similar accommodations for the handicapped.

"As part of the landscaping design, ramps are provided as [an] alternative to outside stairways.

## Special Equipment

"Public washroom facilities will incorporate special fixture locations and toilet partition doors for the handicapped. Access routes and washroom facilities for wheelchairs will be indicated by special signs.

"The mass transit system has not been designed to accommodate wheelchairs for reasons of cost, and also because persons with wheelchairs would have difficulty in coping with the crowds. Hence, at Expo 67, there will be . . . a transportation system specifically [designed to enable] the handicapped to travel about the site in dignity and without fatigue.

"Visitors with wheelchairs may enter the grounds at two points:

(a) Place d'Accueil — MacKay Pier Entrance. Vehicles may enter the area to discharge handicapped persons, and elevators are provided from the lower level to the upper level where information, tickets, etc., may be obtained. The special transportation system will leave from this point.

(b) La Ronde—The permanent entertainment area of the north end of the Island where special facilities are planned.

"The Metro (Subway) System of Montreal will have no accommodation for wheelchairs; hence the Metro entrance to

Expo has not been designed for use by the handicapped.

## No Stairways

"At the Western Canada Pavilion, the needs of the handicapped are considered throughout. There are no stairways in any part of the building, the corridors are a minimum of six feet wide, and special traffic control facilities will be employed to ensure that overcrowding will not take place. A tour through the building will be relaxed and comfortable.

"Persons visiting the Western Canada Pavilion will see a coloured slide presentation of the West; will be taken through a mine across a ramp to look down on a metal manufacturing plant; through a Saskatchewan wheat field; and through a food processing plant and a typical British Columbia forest of 60-foot-high Douglas fir trees growing through the roof of the building.

"Visitors will be able to locate the pavilion by looking for the 100-foot-high gas flare pylon which will rise from the forecourt of the building. This pylon is to be designed by the Calgary sculptor, Roy Leadbeater."

## TRAINING FOR SHELTERED WORKSHOP STAFF

A second venture in providing training for sheltered workshop personnel was undertaken at York University in 1966 under the auspices of the Ontario Association for the Mentally Retarded. William C. Berendsen, Co-ordinator of Adult Services, is course director.

Two courses were provided this year: one for senior workshop staff, and the other for workshop managers. The financing of the courses was arranged under the staff training provisions of the Vocational Rehabilitation of Disabled Persons Act, administered by the Civilian Rehabilitation Division of the federal Department of Manpower and Immigration, and by the Ontario Department of Welfare.



# Rehabilitation of the Hard-Core Unemployed

Special services have helped to find employment for the hard-core unemployed, whose problems are described as "severe and multiple."

Special vocational rehabilitation services were provided by the Minneapolis Rehabilitation Center, between October 1963 and October 1964, to persons best described as the "hard-core" unemployed. They had been referred to the center by the Minnesota State Employment Service.

These people had remained unemployed, despite a reasonable abundant job market and the usual efforts of a community to get them back to work.

The center found that many of the hard-core unemployed had a long history of severe and multiple problems, only one of which was unemployment. The majority had had difficulties throughout their lives in their marriage, family and other relationships; and they had had only limited education, were inept at social skills, burdened with physical disabilities, and plagued with intermittent employment.

## Special Services

During the year that the program was in operation, the State Employment Service referred 170 unemployed persons to the center. The service believed that these people needed special help beyond that which the service normally provided to the unemployed. The center was to offer additional services that might help them to prepare for, obtain, and hold a job. Funds were made available through the United States Manpower Development and Training Act (L.G. 1963, p. 280).

The center employed eight professional persons to conduct these services: a vocational counsellor, case worker, work evaluator, clinical psychologist, group worker, physician, psychiatrist and a coordinator. Their services were available to all persons starting the program, and were provided for periods ranging from two months to two years.

## Program Objectives

The objectives of the program were as follows:

- to develop within each trainee an awareness of his total life situation, and the personal resources which he can bring to bear on his problems;
- to assist the trainee in mobilizing these resources to solve both present and future problems;
- to identify appropriate vocational objectives commensurate with the trainee's skills and abilities, and the opportunities offered in the job market;
- to improve the trainee's work habits until they enabled him to retain employment;
- to teach techniques of job-finding that can be used to secure employment, and to provide direct job placement assistance;
- to provide short-term training in entry-level occupations;
- to aid in the development of social skills, grooming habits and personal behaviour that will facilitate the selection of a variety of program goals;
- to assist the trainee in making use of social, psychological, recreational and medical resources in the community.

## Over-all Picture

From a study of the 170 trainees accepted, it was possible to prepare a reliable picture of the "hard-core unemployed" whose problems the center sought to solve.

Thirty-one per cent of the trainees were 45 years of age and over, the average age of the group being 37. It was found that, for those who completed the program, age was not related to successful employment.

The typical trainee had been unemployed for 11.9 months prior to starting

the program. During the previous five years, 45 per cent of the trainees had been unemployed for half of that time.

The figures indicate that trainees had histories of unstable and persistent unemployment for at least the past five years. In spite of an abundance of work, this group had great difficulty both in finding and holding jobs.

The center found that 39 per cent of the trainees had a physical problem that adversely affected vocational planning for this group.

Investigation showed a high incidence of serious personal problems of a psychological and social nature — problems that were major obstacles to rehabilitation. These included mental illness, lack of family reassurance, drinking, and prior criminal activity.

## Program Results

What were the results of the special vocational rehabilitation program? Of the 170 trainees referred to the center, 91, or 54 per cent, started the program. Of the remaining 79, 33 failed to appear for the first interview, 7 were not interested after the first interview, 8 were rejected, and 31 failed to start after the first interview.

Of the 91 trainees who started the program, 54 were employable, 17 were dropouts, 17 were considered unemployable by the center, and 3 had their programs interrupted.

The final results of the program show that 70 per cent of the employable trainees were employed and held jobs for a minimum of three months. Twenty-four per cent were employable and seeking employment.

The center has demonstrated that the services it provides are effective in helping trainees to find and hold reasonable substantial jobs.

# It Depends on the People

*Meeting together to keep communication channels open  
and ideas flowing must grow if industry is to meet its goals*

A company can have the best machinery in the world, but the end result of success or failure depends on the people — at all levels — working for that company.

This is the opinion of Hugh P. McCormack, general manager of the Kruger Pulp and Paper Ltd., Packaging Division, in La Salle, Quebec.

Mr. McCormack was speaking about the dual-capacity labour-management joint consultation committee in the packaging plant, and the role this committee has played in furthering good industrial relations.

"In 1965 we had to modernize our operations, so we sat down with the employees and an industrial engineer and discussed the whole situation. We all explored the reasons why we had to modernize, and how we thought this could best be accomplished. The employees had some suggestions on the new techniques, and we all discussed the whole project.

"As a result," Mr. McCormack stated, "we have had wonderful co-operation. The employees are very conscious of productivity and quality. They understand that increased quality production means greater job security.

"To achieve results like this, though, there has to be honesty on both sides. We have to trust each other," he added.

Mr. McCormack thinks that the monthly meetings of the joint consultation committee are where the future lies.

"It's only through meeting together regularly that both sides keep the communications channels open and ideas flowing. This type of working together has to grow if industry is going to meet its goals."

Rolland Larocque, shop chairman of Local 2133 of the International Association of Machinists (AFL-CIO/CLC) also feels that their joint consultation committee accomplishes a great deal.

Mr. Larocque, who is also chairman of

the labour-management committee, stated, "We always discuss our problems and company problems. So we understand each other better. It is good for our people and for management too. We know where we are going.

"We have work suggestions, and the company is happy to hear about them. Yes, this is a good place to work," Mr. Larocque concluded.

One man who sees the day-to-day value of joint consultation is J. P. Hébert, business agent for the International Association of Machinists, Lodge 2133. Mr. Hébert is the representative for the 180 union employees at the packaging plant.

"I can see that joint consultation between management and the union really works because I have fewer grievances to look after. This labour-management committee settles the problems before they have a chance to grow and become grievances."

Mr. Hébert went on to suggest that collective agreements between companies and unions should contain clauses calling for the setting up of labour-management joint consultation committees to ensure that management and union representatives meet regularly to discuss day-to-day problems as well as future plans which might affect the employees.

Kruger Pulp and Paper Ltd. is part of a vast Quebec-based company which manufactures newsprint, paperboard, corrugated containers and paper tubes and cores. It is also one of the largest distributors of fine paper in Eastern Canada. Started in 1906, the company was incorporated in 1921 and is controlled by the Kruger family of Montreal.

## On the Lighter Side

Emphasis on the lighter side of company life has produced real gains for the

labour-management joint consultation committee of Misericordia Hospital in Edmonton, Alberta.

Until 1966, the committee, representing some 650 employees, concentrated primarily on standard topics of labour-management communication. However, with the current year, the committee, formed in 1959, has been introducing employee-management social functions into its discussions. This development has been greeted with unexpected enthusiasm by all employees. The most recent activity has been Klondike Week at the hospital, celebrated concurrently with the week-long Klondike Days celebration held throughout the city.

Hospital employees were encouraged to wear Klondike dress in keeping with the city-wide spirit. It was found that in very few hospital areas did Klondike dress have to be restricted in the interests of patient care.

Response from the staff was overwhelming. The hospital was appropriately decorated, and the majority of employees wore colourful costumes. At noon, there was continuous entertainment in the two hospital cafeterias, after which a panel of judges selected the best costumes.

Said P. Z. Philip, chairman of the employee-management committee and the hospital's personnel director: "This has been just tremendous in terms of employee spirit and morale. Everybody hopes that we will repeat it next year." Mrs. G. C. Kinsella, president of the hospital's Building Service Employees' International Union, Local 323A (CLC) heartily agreed. Added George P. Van, assistant-administrator of the hospital: "Full credit for the event must go to the employee-management committee, their sub-committee, and the employees in general who built up enthusiasm and participated so energetically."



# Certification and Other Proceedings Before the Canada Labour Relations Board

The Canada Labour Relations Board met for five days during September. The Board granted nine applications for certification, rejected two such applications, ordered two representation votes, and granted one request for the review of an earlier decision. During the month, the Board received 14 applications for certification, two applications for revocation of certification, allowed the withdrawal of one application for certification, and directed that one such application be considered to have lapsed.

## Applications for Certification Granted

1. National Association of Broadcast Employees and Technicians, on behalf of a unit of employees of *Radio Lac Saint-Jean Limitée*, Alma, Que. (radio station CFGT) (L.G., Oct., p. 589). *Le Syndicat des employés de CFGT (CSN)* had intervened.

2. Lakehead Harbour Police Association, on behalf of a unit of employees of the Lakehead Harbour Commission, Port Arthur, Ont. (L.G., Nov., p. 657). The Canadian Union of Public Employees had intervened.

3. Transport Drivers, Warehousemen and Helpers' Union, Local 106, of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of drivers employed by *LaSalle Transport Ltée.*, LaSalle, Que. (L.G., Oct., p. 589).

4. Transport Drivers, Warehousemen and Helpers' Union, Local 106, of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of drivers employed by International Transport Inc., LaSalle, Que. (L.G., Oct., p. 589).

5. *Syndicat général de la radio—CSN (CHRS)*, on behalf of a unit of employees of Radio Station CHRS operated by *Radio Iberville Ltée.*, Ville Jacques-Cartier, Que. (L.G., Oct., p. 589).

6. Transport Drivers, Warehousemen and Helpers' Union, Local 106, of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of drivers employed by Champlain Transport Inc., LaSalle, Que. (L.G., Oct., p. 589).

7. Canadian Merchant Service Guild, on behalf of a unit of marine engineers and electricians employed by Northern

Transportation Company Limited, Edmonton, Alta. (L.G., Oct., p. 589).

8. Canadian Marine Officers' Union, on behalf of a unit of marine engineers employed by Quebec Cartier Mining Company, Port Cartier, Que. (L.G., Oct., p. 589).

9. Canadian Merchant Service Guild, on behalf of a unit of marine engineers employed by Alaska Cruise Lines Limited, Vancouver, B.C. (L.G., Nov., p. 658).

## Applications for Certification Rejected

1. Canadian Wire Service Guild, Local 213, American Newspaper Guild, applicant, Canadian Broadcasting Corporation, Ottawa, Ont., respondent (L.G., Aug., p. 457). The International Alliance of Theatrical Stage Employees and Moving Picture Machine Operators of the United States and Canada, the Canadian Union of Public Employees, the Association of Radio and Television Employees of Canada, and *Le Syndicat général du cinéma et de la télévision (CSN)* had intervened. The application was rejected because the proposed unit is considered inappropriate for collective bargaining, consisting as it does of only a small segment of the employees of the respondent employed in the classification applied for.

2. National Association of Broadcast Employees and Technicians, applicant, and Sunwapta Broadcasting Limited, Edmonton, Alta., respondent (L.G., Nov., p. 657). The CFRN Radio & Television Employees' Association had intervened. The application was rejected because it was not supported by a majority of the employees affected in a representation vote conducted by the Board.

## Representation Votes Ordered

1. United Steelworkers of America, Local 6536, applicant, and International Union of Mine, Mill and Smelter Workers (Canada), applicant and intervener, and Cassiar Asbestos Corporation Limited, Clinton Creek, Y.T., respondent (L.G.,

This section covers proceedings under the Industrial Relations and Disputes Investigation Act, involving the administrative services of the Minister of Labour, the Canada Labour Relations Board, and the Conciliation and Arbitration Branch of the Department.

Sept., p. 522; Oct., p. 590). The Board directed that the names of both applicant unions appear on the ballot (Returning Officer: J. D. Meredith).

2. W. A. McCulloch, *et al.*, applicants, the Cape Breton Projectionists' Union of the International Alliance of Theatrical Stage Employees and Moving Picture Machine Operators of the United States and Canada, Local Union No. 848, Sydney, Glace Bay and New Glasgow, N.S., respondent, and the Hector Broadcasting Co. Ltd., New Glasgow, N.S., respondent (L.G., 1961, p. 1147). The Board ordered a vote of the employees following investigation and consideration of the submissions of the parties concerned regarding an application for revocation of certification affecting the above parties (Returning Officer: D. T. Cochrane).

## Request for Review under Section 61(2)

1. The Board granted a joint request by Eastern Canada Stevedoring (1963) Limited, Montreal, Que., and the International Longshoremen's Association, Local 17, 1966, enlarging the scope of a unit of certification made by the Board January 1926, for a review of the order of shed employees of the company (L.G., Apr., p. 170).

## Applications for Certification Received

1. *Syndicat national des employés de Cargill Grain (CSN)*, on behalf of a unit of grain handlers employed at Baie Comeau, Que., by Cargill Grain Company Ltd., Winnipeg, Man. (Investigating Officer: R. L. Fournier).

2. Seafarers' International Union of Canada, on behalf of a unit of unlicensed personnel employed by North Shipping & Transportation Ltd., Quebec, Que. (Investigating Officer: R. L. Fournier).

3. Canadian Marine Officers' Union, on behalf of a unit of marine engineers employed by Porter Shipping Ltd., Toronto, Ont. (Investigating Officer: S. E. Emmer-son).

4. Canadian Marine Officers' Union, on behalf of a unit of deck officers and engineers employed by North Shipping & Transportation Ltd., Quebec, Que. (Investigating Officer: R. L. Fournier).

5. Professional Transport Workers' Union of Canada, on behalf of a unit of employees of Northern Industrial Car-

riers Ltd., Edmonton, Alta. (Investigating Officer: D. H. Cameron).

6. Professional Transport Workers' Union of Canada, on behalf of a unit of employees of J. Ronaghan Trucking Ltd., Clover Bar, Alta. (Investigating Officer: D. H. Cameron).

7. Professional Transport Workers' Union of Canada, on behalf of a unit of employees of Western Asphalt Distributors (Alberta) Ltd., Calgary, Alta. (Investigating Officer: D. H. Cameron).

8. Canadian Merchant Service Guild, on behalf of a unit of marine engineers employed by McKenzie Barge & Derrick Co. Ltd., Vancouver, B.C. (Investigating Officer: D. H. Cameron).

9. Canadian Merchant Service Guild, on behalf of a unit of marine engineers, and electricians employed by Northland Shipping (1962) Co. Ltd., Vancouver, B.C. (Investigating Officer: J. D. Meredith).

10. Shaft & Development Workers, Local 1037 of the International Union of Mine, Mill and Smelter Workers (Canada), on behalf of a unit of employees of Lanky Explorations & Development Limited, Yellowknife, N.W.T. (Investigating Officer: D. H. Cameron).

11. CFRN Radio and Television Employees' Association on behalf of a unit of employees of Sunwapta Broadcasting Limited, Edmonton, Alta. (Investigating Officer: D. H. Cameron).

12. *Syndicat général du cinéma et de la télévision (CSN)*, on behalf of a unit of news writers, reporters and copy clerks employed in the Quebec Division of the Canadian Broadcasting Corporation, Ottawa, Ont. (Investigating Officer: R. L. Fournier).

13. *Syndicat National des Employés de Three-Rivers Elevators Ltd. de Trois-Rivières (CSN)*, on behalf of a unit of employees of Three-Rivers Elevators Ltd., Trois-Rivières, Que. (Investigating Officer: R. L. Fournier).

14. Canadian Brotherhood of Railway, Transport and General Workers, on behalf of a unit of unlicensed personnel employed by North Pacific Towing and Salvage Limited, Vancouver, B.C. (Investigating Officer: J. D. Meredith).

### Applications for Revocation Received

1. Arrow Transit Lines Ltd., Winnipeg, Man., applicant, and General Drivers, Warehousemen and Helpers, Local 979, of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, respondent. The application is for the revocation of the Board's order dated June 6, 1966, certifying the respondent union as the bargaining agent for a unit of employees of the

applicant company, comprising employees classified as driver-helpers on leased tractors (L.G., Aug., p. 455).

2. Lorne McEwen and William Publow, applicants, Taggart Service Limited, Ottawa, Ont., respondent, and Teamsters, Chauffeurs, Warehousemen and Helpers, Local Union 91, General Truck Drivers, Local Union 938, and Transport Drivers, Warehousemen and Helpers' Union, Local 106, of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, respondents. The application is for the revocation of the Board's order dated July 27, 1964, certifying the respondent unions as the bargaining agent for a unit of employees of the

respondent company. (L.G., June, p. 307; 1964, p. 797).

### Application for Certification Withdrawn

Seafarers' International Union of Canada, applicant, and Young Life of Canada, Vancouver, B.C., respondent. (L.G., Nov., p. 658).

### Application for Certification Lapsed

National Harbours Board Group, Quebec, of the Civil Service Association of Canada, applicant, and National Harbours Board, Quebec, Que., respondent. (L.G. 1965, p. 1199).

NOTE: For explanation of the Industrial Relations and Disputes Investigation Act see page 658, November issue.

## 25 Years of Unemployment Insurance

*Continued from page 716*

duration tends to lower the exhaustion rate and raise the claimant level.

Changes in benefit payments over the years are a function of several factors. These include: fluctuating claim loads; increases in benefit rates, together with the trend to higher earnings; amendments to the Act, such as an extension of the period during which seasonal benefit applies; and the inclusion of new groups with a high claim potential—e.g., loggers and fishermen.

Seasonal variations in the average rates are due chiefly to a changing proportion of male claimants, many of whom draw benefit at the higher rates.† The trend to higher rates in the last quarter was reversed in 1955, when the rates in that quarter showed a perceptible decline. This was due to a difference in the method of reckoning weeks, as between the 1940 and the 1955 Acts.

Under the 1940 Act, benefit was on a daily basis, and conversion to weeks was accomplished by dividing the number of benefit days paid by six. Under the 1955 Act, however, benefit rates are on a weekly basis that includes full and partial weeks. Inclusion of partial weeks lowers the average.

The secular increase in the average weekly payment is associated with the trend to higher earnings, together with successive increases in benefit rates. As to the present level of these rates it may be pointed out that, in the first place, the impact of higher earnings is less for the insured population than for all non-agricultural paid workers, because of the ceiling for insured workers. In the second

place, there is a very heavy concentration of insured workers in the top earnings class.

It is estimated that, in 1964, for more than 40 per cent of the contributors, average weekly earnings were \$69 or more. As the claim rate for this group is substantially lower than for the other earnings classes, average earnings for claimants would be somewhat lower than the average for either all insured persons or all non-agricultural paid workers.

Finally, despite the increases in coverage‡ over the years, the insured population in 1965 accounted for roughly the same proportion of the non-agricultural paid worker section of the labour force as in 1942 (80 per cent). This would indicate that increases in coverage have been offset by the growth of the non-insured part of the paid work force.\*\*

For example, marked expansion has occurred within certain areas of the service industry, such as education and hospitals, where coverage is low. With the continuing trend to higher earnings, it is quite probable that a higher proportion of wage-earners are excluded because of the earnings ceiling, even though the ceiling has been raised to \$5,460. Another reason for the gap is that more and more teenagers are refraining from early entry into the labour market, because of longer schooling; and when they do enter, higher academic training entitles them to salaries beyond the insurable ceiling.

†Although of some significance from the claims standpoint, several of the groups to which coverage has been extended, such as seamen, longshoremen and fishermen, are small in relation to the total insured population. Even the loggers, the largest group brought into the scheme, account for less than 2 per cent of the paidworkers.

\*\*See "Trends in Employment covered by the Unemployment Insurance Act" available on request to U. I. & P. Section, Labour Division, DBS.

†This is because a higher proportion of males draw at dependency rates and is also a reflection of higher earnings based on shorter annual periods of employment.



# Conciliation and Other Proceedings Before the Minister of Labour

During September, the Minister of Labour appointed Conciliation Officers to deal with the following disputes:

1. Island Fertilizers Ltd., Charlottetown, P.E.I., and Labourers' Protective Union, No. 9568 (Conciliation Officer: H. R. Pettigrove).

2. CHAB Ltd. (CHAB-TV) Moose Jaw, Sask., and National Association of Broadcast Employees and Technicians (Conciliation Officer: A. E. Koppel).

## Settlements by Conciliation Officers

1. *Radio Station CHRC Limitée*, Quebec, and National Association of Broadcast Employees and Technicians (Conciliation Officer: C. E. Poirier) (L.G., Oct., p. 591).

2. Robin Hood Flour Mills Limited, Montreal, and National Union of Operating Engineers of Canada, Local 14850, International Union, District 50, United Mine Workers of America (Conciliation Officer: C. E. Poirier) (L.G., Oct., p. 591).

3. The Shipping Federation of Canada, Inc., and Local 273 of the International Longshoremen's Association, Saint John, N.B. (Conciliation Officer: H. R. Pettigrove) (L.G., Aug., p. 457).

## Conciliation Boards Appointed

1. *La Télévision de Québec (Canada) Ltée* and National Association of Broadcast Employees and Technicians (L.G., Aug., p. 458).

2. *Rod Service Ltée*, Montreal, and *Le Syndicat National des Employés de Rod Service* (CSN) (L.G., Oct., p. 591).

3. Air Canada, and International Association of Machinists and Aerospace Workers, Lodges 714 and 1751 (no Conciliation Officer previously appointed).

4. Consolidated Aviation Fueling and Services Limited, Montreal, and Lodge 869 of the International Association of Machinists and Aerospace Workers (L.G., Nov., p. 659).

## Conciliation Boards Fully Constituted

1. The Board of Conciliation and Investigation established in September to deal with a dispute between Air Canada and International Association of Machinists and Aerospace Workers, Lodges 714

and 1751 (see above) was fully constituted in September with the appointment of R. G. Geddes, Toronto, as Chairman. Mr. Geddes was appointed by the Minister on the joint recommendation of H. McD. Sparks of Montreal and Peter Podger of Streetsville, Ont., who were previously appointed on the nomination of the company and union, respectively.

2. The Board of Conciliation and Investigation established in July to deal with a dispute between The Hamilton Harbour Commissioners (harbour patrol group) and Local 958 of the Canadian Union of Public Employees (L.G., Oct., p. 591) was fully constituted in September with the appointment of J. C. Pelech, Hamilton, as Chairman. Mr. Pelech was appointed by the Minister in the absence of a joint recommendation from the other two members of the Board, S. E. Dinsdale, Q.C., Toronto, and James Cooke, Hamilton, who were previously appointed on the nomination of the company and union, respectively.

3. The Board of Conciliation and Investigation established in August to deal with a dispute between Canadian Broadcasting Corporation and The Canadian Wire Service Guild, Local 213 of the American Newspaper Guild (L.G., Nov., p. 659) was fully constituted in September with the appointment of F. J. Ainsborough, Toronto, as Chairman. Mr. Ainsborough was appointed by the Minister on the joint recommendation of the other two members of the Board, R. K. Laishley, Q.C., and Douglas M. Fisher, both of Ottawa, who were previously appointed on the nomination of the company and union, respectively.

4. The Board of Conciliation and Investigation which had been fully constituted to deal with a dispute between Canadian Broadcasting Corporation and International Alliance of Theatrical Stage Employees and Moving Picture Machine Operators of the United States and Canada (L.G., Sept., p. 523) was reconstituted in September with the appointment of Elroy Robson, Toronto, as Chairman. Mr. Robson was appointed by the Minister to replace His Honour Judge C. E. Bennett of Owen Sound who had resigned.

## Board Reports Received

1. Canadian Pacific Air Lines, Limited, Vancouver Airport, B.C., and Canadian Air Line Pilots' Association (L.G., Nov., p. 659).

2. Canadian Broadcasting Corporation and National Association of Broadcast Employees and Technicians (L.G., Oct., p. 591).

## Settlement in Board Proceedings

Marine Industries Limited *et al.* and Seafarers' International Union of Canada (L.G., June, p. 309).

## Strike Action After Board Procedure

Dominion Auto Transit Company Limited (Windsor and Chatham terminals) and Dominion Auto Carriers Limited (Oakville terminal) and Local 880 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (L.G., Aug., p. 458).

## Disputes in which Board not Appointed

1. Vancouver-Seattle Bus Lines Ltd. and Taxicab, Stage, Bus Drivers', and Dispatchers' Union, Local 151 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (L.G., Sept., p. 522).

2. Dunlop Transport Limited, Petrolia, Ont., and Local 880 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (L.G., Nov., p. 659).

## Railway Disputes in Special Mediation

1. Seven major Canadian railways and seven unions of non-operating railway employees (L.G., Nov., p. 662).

2. Eight major Canadian railways and ten railway shop craft unions (L.G., Nov., p. 662).

3. Four Canadian railway companies and Canadian Brotherhood of Railway, Transport and General Workers (L.G., Nov., p. 659).

4. Canadian Pacific Railway Company and Brotherhood of Railroad Trainmen (L.G., Nov., p. 659).

5. Canadian National Railways and Brotherhood of Railroad Trainmen (L.G., Nov., p. 659).

# Legal Decision Affecting Labour

Supreme Court of Canada rules that a representation vote order does not bind the Labour Relations Board to complete the vote and abide by its result

On April 26, 1966, the Supreme Court of Canada by a majority decision dismissed an appeal from the judgment of the British Columbia Court of Appeal (L.G., Sept. 1966, p. 525), and held that the Labour Relations Board has the power, under Section 65(3) of the B.C. Labour Relations Act, to cancel its decision to hold a representation vote after the ballots had been cast but before they were counted. Once the decision to take a vote had been cancelled, the Board was free to certify a bargaining agent, provided that it was "satisfied that a majority of the employees in the unit were, at the date of the application, members in good standing of the trade union."

## Summary of Facts

Mr. Justice Martland rendered the majority decision of the Court, and related the following circumstances of the dispute.

Zeballos District Mine & Mill Workers Union Local 851 was certified by the B.C. Labour Relations Board in May 1961 as a bargaining agent of Zeballos Iron Mines Limited. At that time, there was a collective agreement between the company and Local 851. In January 1964, Local 851 gave notice to the company, under Section 17 of the B.C. Labour Relations Act, to commence collective bargaining. Meetings were held between the company and the union.

On March 23, 1964, three unions — the International Union of Operating Engineers, Local No. 115; Building Material, Construction and Fuel Truck Drivers Union, Local No. 213; and Tunnel and Rock Workers, Local No. 168 — applied to the Board under S. 10 (1) (c) of the Act for certification as the bargaining authority for the same unit.

On April 3, the Registrar of the Board notified Local 851 of the application, and

a written submission was made by the Local on April 10, 1964.

After collective bargaining between Local 851 and the company, an agreement was reached on April 30, 1964, effective May 1, whereby the terms of the new collective agreement were settled, including a wage increase of 15 cents an hour across the board. Section 24 of the Act requires that each party to a collective agreement should file one copy with the Minister, but no copy of the agreement was filed with him.

On June 5, the Board informed Local 851 of its decision — taken on May 12, 1964 pursuant to Section 12 of the Labour Relations Act — that a representation vote for the purpose of certification be taken on June 10. After the ballots had been cast, the scrutineer of the three unions that made the application contested the vote on the grounds that a violation of the Act had taken place. Then the ballot box was sealed, and the date for counting fixed as June 19. On June 12, the three unions informed the Board that the ground for their objection was the wage increase provided in the agreement of April 30 between Local 851 and the company.

A copy of this communication was sent by the Board to Local 851, which denied an infraction of the Act.

On July 10, 1964, the Board informed Local 851 that, because of the wage increase, the true wishes of the employees were not likely to be disclosed by a vote, and therefore, pursuant to Section 65(3) of the Labour Relations Act, the Board had cancelled its decision of May 12 to take the vote, and ordered that the ballots cast be destroyed.

Further, the Board added:

As the Board is satisfied that a majority of the employees in the unit were, at the date of application for certifica-

tion, members in good standing of the applicant trade unions, and is not in doubt as to whether a majority of the employees in the unit wish to be represented by the applicant trade unions, it has, pursuant to Section 12(4) of the Labour Relations Act, certified the trade unions. A copy of the certification is enclosed.

After certification of the three unions, Local 851 applied, by way of *certiorari*, to quash the decision of the Board. The Local claimed that the Board lacked jurisdiction, or had exceeded its jurisdiction in granting certification other than in accordance with the outcome of the vote, and it obtained an order quashing the decision of the Board.

On appeal, the judgment was reversed. The Court of Appeal by a majority decision ruled that the Board's decision cancelling representation vote and certifying a new bargaining authority were not reviewable on *certiorari*. From this decision Local 851 appealed to the Supreme Court of Canada.

## Issues on Appeal

Two points had been raised on appeal:

(1) Did the Board have the power — after a representation vote had been directed by it pursuant to Section 12(3) and after the ballots had been cast — to cancel its decision, and to certify the new bargaining authority without the result of the vote being known?

(2) Did the Board act without jurisdiction or exceed its jurisdiction in doing what it did without giving notice to Local 851 of its intention to cancel its decision on the representation vote, and of its intention to certify the three unions involved without such a vote?

The three certified unions contended that the Board had the power to cancel its



decision by virtue of Section 65(3). Section 65(3) reads:

The Board may, upon the petition of any employer, employer's organization, trade union, or other person, or of its own motion, reconsider any decision or order made by it under this Act, and may vary or cancel any such decision or order; and, for the purposes of the Act, the certification of a trade union is a decision of the Board.

Local 851 submitted that that subsection cannot be invoked if the Board is precluded from cancelling its decision by a specific provision of the Act.

In Mr. Justice Martland's opinion, the issue before the Supreme Court was whether the terms of Section 12 (3) and (4) are to be construed as binding the Board to complete that vote and abide by its result, once a representation vote has been directed, or whether the decision to take a vote, as in the case of decisions on other matters, can be cancelled or varied under Section 65(3).

Further, Mr. Justice Martland noted that certification of a trade union as a bargaining representative for a unit of employees is a matter which the Act places in the hands of the Board. Under Section 12(2), the Board may make such examination of records and other inquiries as it deems necessary.

### Representation Vote

Regarding the representation vote, Mr. Justice Martland stated that such a vote is taken only if the Board is in doubt about matters described in paras. (a) and (b) of Subsection (3) of Section 12 of the Act.

Under para. (a), the Board is required to take a vote when in doubt as to whether a majority of the employees in the unit at the date of application consisted of members in good standing of the applicant union. Under para. (b), the Board has a discretion to direct a vote if it is in doubt as to whether a majority of the employees in the unit wish to be represented by the applicant trade union.

Para. (b) was added to Section 12 when that Section was re-enacted in 1961. Its purpose, according to Mr. Justice Martland, would appear to be to enable the Board, at its discretion, to direct a representation vote if the Board is in doubt that a majority of employees in a unit, who are members in good standing of the applicant trade union, wish to be represented by that union.

Apparently, in the case at bar, the Board directed a representation vote under para. (b). In its letter to Local 851, dated July 10, 1964, the Board stated:

The Board is satisfied that, under this circumstance, the true wishes of the

employees in the unit are not likely to be disclosed by a representation vote, and therefore, pursuant to Section 65(3) of the Labour Relations Act, it has reconsidered its decision to take the said vote and has cancelled the said decision of May 12th, 1964.

This indicated, according to Mr. Justice Martland, that the decision of May 12 to hold a representation vote was in order to ascertain whether a majority of the employees in the unit wished to be represented by the three unions that applied for certification.

### Power to Cancel Vote

Mr. Justice Martland maintained that whether or not a vote was to be held was a matter for the discretion of the Board. A decision to hold such a vote was not, in his opinion, final and absolute, in view of the power conferred upon the Board by Section 65(3) to consider "any decision or order made by it under this Act," and to vary or cancel any such decision or order.

The scope of the power conferred under that subsection has been considered by the Supreme Court of Canada in *Labour Relations Board and Okanagan Federated Shippers Assn. v. Oliver Co-operative Growers Exchange* (L.G. 1963, p. 146), and in *Bakery & Confectionery Workers Int. Union of America Local No. 468 v. White Lunch Ltd.* (L.G. 1966, p. 376). In describing the extent of the power of the Board, Mr. Justice Judson, in the earlier case, referred to it as "a plenary independent power" and as "a very necessary power to enable the Board to do its work efficiently. . . ."

In the opinion of Mr. Justice Martland, the Board in the case at bar had the power to cancel its direction for the taking of the representation vote, notwithstanding that its earlier decision had been implemented when the ballots had been cast, but before they had been counted. Only after the ballots had been cast did the Board become aware of the circumstances which led it to cancel its decision. During the period between the casting and counting of the ballots, the Board had the power to consider facts related to the taking of the vote, and to cancel the vote. Whether or not the Board could have done so after counting the ballots, on the grounds that there were irregularities in the taking of the vote, or for any other reason, was an issue which did not arise in the case at bar.

The ballots were cast on June 10, and the returning officer fixed June 19 as the day for the counting of the ballots. The decision of the Board to cancel the direction for the vote was made after receipt of a letter, dated June 12, in which the solicitors of the three unions suggested that

there had been a breach of Section 12(9) of the Act by the company, which was alleged to have increased the rates of pay of the employees before the vote was taken. This increase had been made from May 1, in consequence of the agreement between the company and Local 851.

Section 12(9) reads as follows:

12(9) Where an application for certification is pending, no trade union or person affected by the application shall declare or engage in a strike, and no employers' organization or employer shall declare a lockout, and no employer, without the written permission of the Board, shall increase or decrease rates of pay or alter any term or condition of employment of the employees affected by the application.

Mr. Justice Martland held that S. 12(9) permits a pay increase with the written permission of the Board, but otherwise prohibits the granting of such an increase if an application for certification is pending. The application for certification by the three unions was pending on May 1, 1964, when the wage increase took effect. Section 24 requires the filing with the Minister of a copy of a collective agreement upon its execution.

In the case at bar, no copy of the agreement of April 30, 1964, had been filed, and the Board was not aware of the pay increase granted by the company until after the votes had been cast on June 10. Then the Board reached the conclusion that, in view of the alteration of the conditions of employment, "the true wishes of the employees in the unit are not likely to be disclosed by a representation vote."

In Mr. Justice Martland's opinion, this was a finding by the Board in respect of an issue of fact, which it was entitled to make. Having made that finding, the Board had the right, under Section 65(3), to cancel its previous decision to hold a representation vote.

### Certification Proper

Once the decision to cancel the direction for the vote had been validly made, the position was the same as if no vote had ever been directed. The Board was free to certify the new bargaining authority in accordance with the discretion conferred upon it by S. 12(4) of the Act, provided that it was "satisfied that a majority of the employees in the unit were, at the date of the application, members in good standing of the trade union."

### Proper Notice Given

The other issue before the Court was whether or not proper notice had been given, by the Board to Local 851, of the

Board's intention to cancel its decision on the representation vote, and of its intention to certify the new bargaining authority without such a vote.

Section 62(8) of the Act provides that:

62(8) the Board shall determine its own procedure, but shall in every case give an opportunity to all interested parties to present evidence and make representation.

Mr. Justice Martland noted that the Board notified Local 851 of the pending application for certification, and gave it the opportunity to make written submissions.

A written submission opposing the application was made. Again, when the solicitors of the applicant unions made submission on June 12 regarding the vote, the Board had sent a copy of that submission to Local 851, and the Local had made a written representation. Thereafter, the Board made its decision to cancel the representation vote and certify the three applicant unions as a new bargaining authority.

Mr. Justice Martland agreed with the majority of the Court of Appeal that, in these circumstances, the Board did not

lose jurisdiction by failing to give Local 851 a fair opportunity to be heard. The Board had complied with the requirements of Section 62(8) of the Act.

The Supreme Court of Canada, by a majority decision, dismissed the appeal and upheld the Board's decision cancelling the representation vote and certifying the new bargaining authority.

*Zeballos District Mine & Mill Workers Union Local 851 v. Labour Relations Board of British Columbia et al.* (1966) 56 W.W.R., Part 9, p. 530; CCH Canadian Labour Law Reporter, para. 14, 128.

## Recent Regulations under Provincial Legislation

*New safety rules for mines have been issued in Saskatchewan*

*Minimum rates for practical nurses seen raised in Manitoba*

In Saskatchewan, the safety regulations under the Mines Regulations Act were revised. New regulations were issued under the Trade Schools Regulation Act for beauty culture and barbering schools. The heavy duty repair trade was brought under the Apprenticeship and Tradesmen's Qualification Act.

Manitoba increased the minimum wage of licensed practical nurses paid on a monthly basis to \$245 a month.

In Quebec, the safety rules for mines were amended.

### MANITOBA

#### Licensed Practical Nurses Act

New regulations under the Manitoba Licensed Practical Nurses Act (Man. Reg. 86/66 gazetted August 27) raised minimum gross fees and minimum salaries of practical nurses, effective August 1, 1966.

The minimum gross fee to be charged by a licensed practical nurse, who is hired on a daily basis, has been increased to \$12 for an 8-hour day, \$15 for a 10-hour day, and \$18 for a 12-hour day. For a 20-hour day, the fee remains at \$20.

The minimum salary of a licensed practical nurse, who is paid by the month or other period in excess of a month, has been increased by \$15 to \$245 a month. The minimum for a person holding a provisional licence, and who is hired by the

month, is now \$235 a month instead of \$220.

### QUEBEC

#### Mining Act

Amendments to safety regulations for mines and quarries were approved by O.C. 1029 on June 23 and published on July 9.

The main regulations, originally issued in 1939 under the previous Act, were continued in effect when the new Act, passed in 1965, was proclaimed in force January 1, 1966.

The amendments, designed to bring certain provisions of these regulations into line with modern techniques, set out new requirements regarding such matters as: friction hoists, first aid, hoisting ropes, underground ventilation, safety cages and protective hats.

It is now obligatory to have available at every mine a sufficient number of suitable stretchers and blankets for the proper handling and moving of injured persons. All mines, mills and metallurgical works must be provided with such other first-aid supplies as are required by regulations under the Workmen's Compensation Act.

Protective hats must be worn, not only in underground mines, but also in pits and quarries, and in any other work place designated by the Inspector of Mines.

Safety cages meeting the prescribed standards must now be provided in all

vertical shafts over 200 feet deep (previously 400 feet).

Before a hoisting rope is put into service, a copy of the report of the breaking test conducted by an approved rope-testing laboratory must be sent to the Inspector of Mines.

### SASKATCHEWAN

#### Apprenticeship and Tradesmen's Qualification Act

The heavy duty repair trade was brought under the Saskatchewan Apprenticeship and Tradesmen's Qualification Act by a proclamation gazetted September 9.

In regulations under the Act gazetted the same day (Sask. Reg. 229/66), the trade was defined as the repairing, improving or maintaining of any heavy equipment powered with gas or diesel fuel. Before anyone may obtain a certificate of journeyman's status in the heavy duty repair trade, he must have worked at least 10,000 hours, including time credits for appropriate trade training.

#### Gas Inspection and Licensing Act

A new regulation under the Saskatchewan Gas Inspection and Licensing Act adopted, as regulations under the Act, the 1966 edition of the Canadian Standards Association's Code for gas burning appliances and equipment (B149-1966), replacing the 1962 edition. The new regula-



tion, gazetted as Sask. Reg. 217/66, September 2, went into force on September 1.

### **Mines Regulation Act**

Safety regulations under the Saskatchewan Mines Regulation Act, which were revised in 1953, have been replaced by new ones designed to bring requirements into line with modern mining practices.

The new regulations (Sask. Reg. 133/66 gazetted June 17) comprise 394 sections, with two appendices — one prescribing the form of the annual statistical return, and the other setting out a table of safety distances for the storage of explosives.

Into these regulations have been incorporated the rules applicable to metal mining, underground mining in the sedimentary basin, solution mining, strip coal mining, sodium sulphate mining, and pits and quarries for the recovery of stone, sand, gravel and clays.

Provisions dealing with a single subject have been brought under a single heading. There are 26 divisions, which cover such subjects as rescue and first aid requirements, medical examinations, records, returns and plans, general safety regulations, general regulations for the protection of workmen, handling water, ventilation, ladders and stairways, care and use of explosives and blasting agents, shaft sinking equipment and procedure, qualifications of hoistmen, hoisting equipment, haulage, crushing plants, mills and metallurgical works, and strip mines. Special rules for solution mines are contained in a new section.

A few of the provisions are the same as in previous regulations, but many have been amended to make them conform to modern mining practices. Some have been added because of the new developments in Saskatchewan since the last regulations were issued; others were introduced because of the 1966 amendments to the Act clarifying the terms "mine" and "mining."

Part III of the regulations, which deals with rescue and first-aid requirements, makes it mandatory to have a qualified first-aid attendant, as defined by the First-Aid requirements of the Workmen's Compensation Board, available during all regular working hours.

Rules regarding medical examinations for employees in occupations exposed to dust have been amended to improve enforcement procedures.

Part IX, which comprises 41 sections, sets out general safety rules applicable to all mines. Provisions respecting dressing rooms have been amended to make it compulsory to provide dressing rooms meeting prescribed standards in every operation where more than 10 men are normally employed.

The section dealing with warning systems has been re-worded to permit the installation of warning systems other than the use of ethyl mercaptan, which is not effective in mines that do not use compressed air, or where the velocity of the ventilating air is low. It now states that every mine worked from shafts or adits producing over 100 tons of ore per day, and such other mines as may be designated by the inspector, must be equipped with a warning system approved by the chief inspector.

One of the general regulations for the protection of workmen provides that, when employees may be subjected to flying or falling objects, or exposed to abnormal noises, the manager or his representative must, where practicable, require them to wear approved protective clothing and equipment — safety hats, safety footwear, and protective eye and ear equipment. Another regulation provides for alternate methods of dust abatement in underground mines.

Requirements respecting ventilation are more stringent than formerly. Ventilation in every mine must be such that the air in all workings in use or to be used by workmen must be free from dangerous quantities of noxious impurities, and must contain sufficient oxygen to obviate danger to the health of anyone employed in the mine. If such conditions cannot be obtained by natural ventilation, mechanical ventilation must be provided. Internal-combustion diesel engines may not be used underground unless proper mechanical ventilation is provided. In such cases, the volume of ventilating air must be so maintained that the concentrations of gases produced by the use of diesel engines underground do not exceed the prescribed limits.

A new provision concerning ladders and stairways permits the installation of a second, independently powered escape conveyance to replace a ladder way in an untimbered shaft or winze. Such equipment must be fully operational before the shaft or winze exceeds a depth of 300 feet.

Part XIV, which deals with the care and use of explosives and blasting agents, comprises 50 sections. The regulations now specify the precautions to be taken when explosives and blasting agents are being transported on vehicles on the surface of mining properties, and by trackless equipment underground. Other amendments concern the storage and use of fuel oil blasting agents.

Rules respecting shaft-sinking equipment and procedure (Part XV) have been amended to take into account the changes in technique required in the sinking of

circular, concrete-lined shafts in the sedimentary basin.

Part XVII, which deals with hoisting equipment, comprises 66 sections, with a number of new provisions and amendments. One section permits the use of a second, independently powered shaft conveyance to replace the ladderway in a shaft. Another section, concerning automatic hoisting equipment, stipulates that the hoisting of men and materials by automatic or semi-automatic control must be approved by the chief inspector.

### **Trade Schools Regulation Act**

Special rules governing beauty culture and barbering trade schools contained in Schedule II of the regulations under the Saskatchewan Trade Schools Regulation Act have been revised. Among other changes, the new regulations (Sask. Reg. 192/66 gazetted July 29) provide for a longer period of instruction, raise the qualifications of instructors, and set out new admission requirements for students.

Every beauty culture and barbering trade school must follow the program of instruction authorized by the Department of Education. The program insists upon at least 1,400 hours of instruction, demonstration and practice — 350 hours of instruction in theory and demonstration by instructors, and 1,050 hours of practical work. All eligible students are required to write final examinations.

Every instructor in a beauty culture or barbering school must hold a Grade XI certificate, be a graduate of a registered beauty culture or barbering school, and hold a journeyman's certificate in the trade from the Province of Saskatchewan. As before, there must be one instructor for every 15 students enrolled in the school, and students must be at least 17 years of age and hold a Grade X or Vocational Grade 10 certificate.

## **Unemployment Insurance Report**

*Continued from page 718*

July 31, allows the Committee insufficient time to give adequate study to the reports provided for it, some of which cannot be made available until July, when final figures for the fiscal year are known.

The Committee wishes to express its appreciation to the Unemployment Insurance Commission and its officers, the Actuaries of the Department of Insurance and the officers of the Dominion Bureau of Statistics for the information and explanations they have provided.

Respectfully submitted,

(Sgd.) Lloyd Francis,  
*Chairman.*

# Decrease Reported in August Placements From Total in Same Month Last Year

Canada Manpower Centres reported 115,800 placements in August 1966, a decrease of 4.7 per cent from August 1965. The decrease from last year reflected a reduced number of placements in agriculture and most of the larger industry groups.

The regional and national placements, and the percentage changes from August 1965 were:

Atlantic	6,600	-16.4
Quebec	25,300	- 5.5
Ontario	40,600	- 4.5
Prairie	19,700	- 4.0
Pacific	23,700	- 1.1
CANADA	115,800*	- 4.7

Regular placements (those involving employment with an expected duration of over six days) amounted to 77,200, a decrease of 6.8 per cent from the figure for August 1965. The ratio of such placements to total placements dropped from 68.2 per cent in August 1965 to 66.7 per cent this year.

The cumulative total of all placements for the first eight months of 1966 was 773,900, a decrease of 2.7 per cent from the corresponding period in 1965.

The regional distribution of cumulative totals, and the percentage changes from 1965 were:

Atlantic	52,300	- 8.5
Quebec	181,900	-11.9
Ontario	263,300	- 3.1
Prairie	151,500	+ 2.2
Pacific	124,900	+12.2
CANADA	773,900	- 2.7

Placements of male workers amounted to 76,200, a decrease of 3.2 per cent from

August 1965. The increase in casual agricultural placements accounted for most of the rise in the Pacific region.

The regional distribution of monthly and cumulative male placements, and the percentage changes from 1965 were:

	August 1966		Jan.-Aug. 1966	
Atlantic	4,300	-20.6	35,300	-10.2
Quebec	18,300	- 1.3	130,400	-13.2
Ontario	25,100	- 5.0	171,400	- 5.4
Prairie	13,800	- 3.8	107,700	+ 3.0
Pacific	14,700	+ 5.3	81,400	+14.3
CANADA	76,200	- 3.2	526,300*	- 3.7

Female placements totalled 39,600, a decrease of 7.6 per cent. The regional dis-

tribution of monthly and cumulative female placements, and the percentage changes from 1965 were:

	August 1966		Jan.-Aug. 1966	
Atlantic	2,300	- 6.8	16,900	- 4.7
Quebec	7,000	-15.0	51,600	- 8.6
Ontario	15,600	- 3.7	91,900	+ 1.4
Prairie	5,800	- 4.3	43,700	+ 0.3
Pacific	9,000	-10.1	43,500	+ 8.4
CANADA	39,600*	- 7.6	247,600	- 0.3

Transfers-out—or placements involving more than one area—totalled 5,200, a decrease of 1,500 from August 1965. The proportion of such placements to all placements dropped from 5.5 per cent in 1965 to 4.5 per cent this year. The cumulative total of transfers-out, at 31,700, decreased by 2.8 per cent from the January-August 1965 figure.

The regional distribution of transfers-out, together with the cumulative totals were:

	August 1966	Jan.-Aug. 1966
Atlantic	300	2,500
Quebec	1,400	9,000
Ontario	1,700	9,400
Prairie	500	2,900
Pacific	1,300	8,100
CANADA	5,200	31,700*

Employers notified the Canada Manpower Centres of 161,000 job vacancies in August 1966, a decrease of 1.6 per cent from August 1965. Vacancies for male workers, at 102,800, remained unchanged from last year, and female job vacancies, at 58,300, decreased by 4.3 per cent.

The cumulative total of job vacancies for the January-August 1966 period, was 1,039,500, a decrease of 0.9 per cent from the corresponding period in 1965.

\*NOTE: Discrepancies in national and regional monthly and cumulative totals are due to rounding.



# August Claimants 9,000 Fewer Than Total in July

Claimants for unemployment insurance benefit at the end of August numbered 187,000, which was about 9,000 fewer than in July, but nearly 15,000 more than at the end of August 1965. Female claimants made up about 75 per cent of the decline during August, and this decrease in the number of female claimants occurred in every province except Newfoundland, where there was a slight increase.

Although there was, in general, a decrease in the number of male claimants, there was an increase in four provinces, including British Columbia, in which there was an increase of 25 per cent. The increase in B.C. was partly the result of a series of strikes that caused the temporary layoff of workers in industries other than those directly affected.

Male claimants accounted for about 70 per cent of the increase compared with the year before—an increase that affected every province except Quebec, Manitoba and Alberta. The number of female claimants was higher than the year before in all provinces except Prince Edward Island and the Prairie Provinces.

A total of 83,600 initial and renewal claims were filed across Canada during August. This figure was below the July total of 87,100, but was almost the same

as that of August 1965. More than 85 per cent of the claims came from persons who were separated from employment during the month. The rest were from persons whose benefit rights had been exhausted and who were seeking re-establishment of credits.

The accompanying table presents the more important data concerning the operation of the Unemployment Insurance Act.

The average weekly number of beneficiaries was estimated at 113,800 in August, 144,200 in July and 130,200 in August 1965.

Benefit payments totalled \$11,800,000 in August, \$13,700,000 in July and \$12,800,000 in August 1965.

The average weekly payment was \$23.60 in August, \$23.68 in July and \$23.39 in August 1965.

A claimant's unemployment register is placed in the "live file" at the local office as soon as the claim is made. As a result, the count of claimants at any given time inevitably includes some whose claims are in process. "Claimants" should not be interpreted either as "total number of beneficiaries" or "total job applicants."

Summary Table

Activity	August	July	August	Cumulative Data	
	1966	1966	1965	1966	
				January to	12 months
				August	ending August
		thousands		thousands	
Insured population as at month-end..	—	4,630	4,268	—	—
Initial and renewal claims filed					
Total.....	84	87	84	984	1,553
Initial.....	63	59	59	750	1,170
Renewal.....	21	28	25	235	383
Claimants currently reporting to local					
offices.....	187	196	172	342*	311*
Beneficiaries (weekly average).....	114	144	130	287*	239*
Weeks compensated.....	501	577	547	9,516	11,832
Benefit paid.....	\$11,821	13,661	12,791	233,987	289,510
Average weekly benefit.....	\$ 23.60	23.68	23.39	24.59	24.47

\*Monthly average.

## Revision of Monthly Insured Population Estimates

Employers are required to keep records for persons covered by the Unemployment Insurance Act, and once each year must renew contribution records for persons in their employ. At that time a ten per cent sample is selected from which estimates are prepared of the number and characteristics of insured persons. The count derived from the sample forms the annual benchmarks for deriving monthly estimates of the insured population between book-renewal dates.

The practice involves projecting the employed segment of the insured population on the trend of monthly employment indexes\* and adding the number of month-end claimants†.

Recently, the employment indexes have been revised from a 1949 to a 1961 time base. In addition, the new indexes reflect the classification of employment in accordance with the 1960 Standard Industrial Classification which replaced the 1948 Manual. Accordingly, estimates of the insured population have been revised back to 1961. Furthermore, a change in collection procedure in 1964 necessitated a revision to the 1964 benchmark.

Commencing in 1965, information is no longer available on the number and characteristics of new entrants‡. Accordingly, the count of the insured population for 1965 and subsequent years is not exactly comparable with estimates for earlier years.

The revised estimates appear in Table E-1, p. 769.

\*See *Employment and Payrolls*, DBS. Catalogue No. 72-002.

†See *Statistical Report on the Operation of the Unemployment Insurance Act*, DBS. Catalogue No. 73-001.

‡New entrants are defined as persons entering insured employment during the book-renewal period, i.e. May and June.

# Decisions of the Umpire

## Under the Unemployment Insurance Act

### CUB 2589

The claimant filed an initial application for benefit on August 18, 1965. He had been employed by a car manufacturer at \$2.70 an hour, or \$108 a week. On July 23, he was laid off because of a work shortage and had been unemployed since that date.

Operations were shut down for annual vacations and model changeover from July 18 to August 14. The employees were paid holiday pay on July 9, and the claimant, who was entitled to 160 hours vacation, received \$432.

The employer revealed that employees who were required to work during all or part of the shutdown could arrange to take all or part of their holidays, and all or part of their holiday pay, at another time of year. The claimant worked during the first week of the shutdown, but he neglected to make any arrangements to take holidays at another time. He was not recalled to work at the end of the shutdown, but was laid off, effective August 16.

The insurance officer considered the claimant's holiday pay to be earnings because the claimant's separation took place during the period of a general continuous holiday. He allocated the holiday pay to the four weeks commencing July 25, August 1, 8 and 15, 1965. Hence, for the first week of the claimant's benefit period, commencing August 15, the claimant's earnings were determined to be \$108.

The claimant disputed the allocation and appealed to the board of referees. His notice of appeal read, in part:

... In a conversation with your office I was told I was disqualified for the reason that I worked one week during the . . . company vacation period. I submit that, as of August 16, I was laid off from work due to a reduction in manpower. . . .

The board's unanimous decision stated that the determination of earnings was made properly, and that the decision of the insurance officer would be upheld and the appeal disallowed.

The claimant's union appealed to the Umpire on November 3, stating simply that the claimant was being deprived of

the privilege of choosing his vacation period.

The insurance officer filed his observations on December 22. They read, in part:

Information obtained from the employer indicated that employees who were required to work during the plant holiday period were considered to be on vacation when their employment terminated. . . . On the basis of this information, the insurance officer concluded that the holiday pay paid to the claimant . . . was not paid at time of or after a separation from employment or prior thereto in contemplation of a separation . . . and was therefore earnings . . . to be allocated. . . . On this basis, he calculated the vacation pay received by the claimant as applicable to four consecutive weeks in an amount equal to the claimant's usual normal weekly earnings of \$108, commencing with week commencing 25 July, 1965, the first week of the claimant's holiday period. As the claim was only effective from 15 August, 1965, the insurance officer's determination was only applicable to that week, and the claimant was notified that his earnings were determined to be \$108 for week commencing 15 August, 1965.

The claimant appealed the allocation of earnings to week commencing 15 August, 1965 on the ground that his holiday period had terminated, and he was laid off from work indefinitely as from 16 August, 1965. . . . The board of referees upheld the insurance officer's decision.

Further evidence obtained from the employer confirmed the claimant's statement that he was laid off on 16 August, 1965 and that he was not considered to be on holidays after the latter date. . . . In addition, the fact that payments under . . . the [company's] Supplemental Unemployment Benefit Plan . . . are not payable for any period during which an employee is placed on vacation by the employer further supports the view that the claimant was on holidays prior to 16 August, 1965 because he was not entitled to any such payments prior to 16 August, the date he separated from employment. . . .

As the claimant's separation from employment due to a layoff did not take effect until 16 August, 1965, it follows that the period he performed no work prior to the latter date was a period of holiday leave commencing with the week of 25 July, and the vacation payment made to the claimant was properly determined as earnings . . . and does not come under the exception in Regulation 172(2)(g), (CUB 2134).

It is therefore submitted that the holiday pay payable and, in fact, received by the claimant on 9 July, 1965 in the amount of \$432 must be allocated to consecutive weeks, . . . commencing with the first week of the claimant's holiday period which is week commencing 25 July, 1965 (CUBs 1930, 1931). As an alternative, if the claimant's holiday period is considered to have commenced on 18 July, 1965, which is the commencement date of the plant holiday, the allocation of the vacation pay would still be properly allocated . . . because the earnings received by the claimant from his employer while working from 18 July to 23 July must be taken into consideration for the allocation of the vacation pay (CUB 2390). . . .

### Considerations and Conclusions

In decision CUB 2390, the Umpire said: I think that, by using the general term "earnings," the provisions . . . make it sufficiently clear that it is the whole of a claimant's earnings, and not exclusively his "holiday pay," that shall be taken into account in determining the earnings to be allocated to the week or weeks contained wholly or partly in his holiday period. Thus, for a claimant who would work on the first two days of a one-week paid holiday, two days of his holiday pay would be allocated to the week following his holiday period.

As the allocation of the claimant's holiday pay was made in accordance with the jurisprudence established by the Umpire in the above-cited decision, I see no valid reason to interfere with the unanimous decision of the board of referees.

I consequently decide to disallow the union's appeal.



The claimant made an initial application for benefit on April 30, 1965. He had been a longshoreman for various employers, at \$2.53 an hour, from 1945 to April 29, 1965, and was working less than full time. Throughout the period claimed, he had continued to work part time at his usual employment.

The claim was allowed, and the claimant was paid benefit until October 9, 1965, when he reported that he was ill. His physician advised him not to return to work until November 8.

The insurance officer commented that Monday, October 11 was the claimant's next regular working day, but that because work was available which he could not accept due to illness, he was not entitled to benefit.

The claimant was disqualified, and benefit was suspended for the period of his illness, October 10 to November 7. On November 23 the claimant appealed this disqualification:

... I finished my shift on 9 Oct. 1965, and took sick at home between 8 p.m. and 9 p.m. There was no work available for me the following day, Sunday 10 Oct. 1965, which is a regular working day in my job. I belong to the Longshoremen Union, and it is considered that every day of the week is a working day.

In a note written on the claimant's notice of appeal, the local office stated that Sunday, October 10 was the claimant's next regular working day because, for stevedores, Sunday is a normal working day all year.

The insurance officer commented that Sunday is not a normal or regular working day, because a stevedore receives over-

time rates to compensate him for working on Sunday.

The board of referees heard the appeal, and its decision was unanimous as follows:

... Although the insurance officer . . . states that Sunday is not a normal working day, the board had the opportunity to check the union agreement made with the local steamship companies, and we interpret this agreement as binding on the longshoremen's union to provide gangs for working shifts if, as and when required, from the first day of each year to the last day, inclusive. Therefore, after serious consideration, it is our opinion that in accordance with [the] agreement, every day of the year is a normal working day in this industry. The claimant did not cease to work due to illness, because there was no work available on 10 Oct. 1965. The appeal is allowed.

At this point, the insurance officer filed an appeal to the Umpire. He declared that, because the union undertakes to have workers available 24 hours a day, 365 days a year, the board concluded that every day is a normal working day in the industry. This is not the case, he said.

Article 9 of the Working Agreement provides that work performed on Sunday . . . shall be paid at double prevailing rates . . . These are also provided for work during any period which is normally a period of rest, such as work during the established meal hours, or on Saturday afternoon, or on Sunday . . . In CUB 1790 it was held that the fact that premium pay was given for overtime was an indication that overtime is not normal working time, even if it is the custom or rule that the workers in a grade or class must work overtime every week.

Stevedoring is conducted in a similar fashion in every large port, and the load-

ing and unloading work is generally carried out with as little delay as possible, so that stevedores are often called up to work on Sundays. This is true [of] the port . . . involved in CUB 1240 . . . The circumstances in CUB 1240 were practically identical in all material respects to the present one, and the claimant was held to have ceased to work by reason of illness and, therefore, subject to disqualification under the last part of section 66 of the Act. . . .

### Considerations and Conclusions

We are here dealing with a particular case, and the question to be decided is "Was Sunday a normal or regular working day for the claimant — that is to say, was he as likely to be called out to work on Sunday as on any other day of the week?" The answer, according to the evidence, is clearly "yes." The contract of service plainly renders the claimant as liable to work on a Sunday as on any other day, and what the claimant was paid for Sunday work is of no more relevance to this question than what he was paid for night shift or Saturday work.

Although the case dealt with in the Umpire's decision CUB 1240 arose under nearly identical circumstances, it arose in 1955 on the West Coast, and the question of Sunday work was not discussed at all. It must be assumed, therefore, that Sunday was not a normal working day for longshoremen on the West Coast in 1955. The present case must be decided on the terms of the contract as it stood on the East Coast in 1965.

As to decision CUB 1790, it is irrelevant in that the question at issue in the instant case is not, as in that decision, whether the claimant worked a full working week. As a consequence, I decide to disallow the insurance officer's appeal.

## 37th Annual Meeting

*Continued from page 726*

times as high as the one we now enjoy."

The rate of increase in national productivity or output per man really sets the limit on the increase in wages, profit and government spending, he said, and the attempt to move faster simply by increasing money incomes rather than by increasing productivity can only beget inflation which will in turn reduce the competitive position of Canada's products and industries.

In the hundred years since Confederation, Canada has chalked up a very impressive economic record. "We have become a highly industrialized nation with

a very large foreign trade and a standard of living second only to the United States. And while the gap between U.S. and Canadian average incomes is still large, there is evidence that it has narrowed somewhat. Thus the per capital Gross National Product in the United States was 53 per cent higher than in Canada in 1926 and 43 per cent higher in 1964."

Mr. Drury stated that the sudden introduction of Canada-U.S. wage parity in a key industry in Canada — if it was unmatched by comparable productivity growth for the economy as a whole — would tend to spread to other industries and to result in inflationary pressures, deterioration in the external trade balance, unemployment, and possibly devaluation.

He added that the appropriate guide for adjusting wage rates in a particular industry is not the level of wages in another country, but the level of productivity advance in one's own country; and that the road to wage parity is through increases in the Canadian national productivity relative to national productivity in the United States.

"It would indeed be ironic if in an age when the solid realities of material and social progress are everywhere about us, we should become increasingly dissatisfied with the pace of our advance," he said in conclusion. "As we have seen, the pace of this advance is governed by the rise in productivity. If we want bigger slices, we shall have to bake a bigger pie."

# Canadian Railway Office of Arbitration

## Releases Decisions in Three Disputes

Three separate disputes involving restriction on assignments acceptable by yard foremen, disciplinary action against a conductor and trainman, and a crew's bid for higher payment were dealt with by the Canadian Railway Office of Arbitration at hearings in Montreal on September 12, 1966.

The arbitrator disallowed the employees' claims in two cases and allowed them in the third, ordering payment for the time held out of service. Summaries of the three cases, Nos. 45, 46 and 47, follow.

### CASE No. 45

Dispute between the Canadian National Railway Company (Mountain Region) and the Brotherhood of Railroad Trainmen over claims submitted by yard foremen who were not permitted to work as yard helpers.

Two newly-appointed yard foremen applied on nine occasions to vacate their positions and work temporary assignments as yard helpers, but were refused on the basis of a clause of an article of the collective agreement stating: "An employee hired as yard helper subsequent to February 16, 1959, and promoted to yard foreman, will not be permitted to hold an assignment as yard helper . . . while a junior man is employed as yard foreman. . . ." Both men submitted loss-of-earnings claims for eight hours pay at yard helper's rate in addition to the pay they received for their regular assignments. The company rejected the claims.

The arbitrator pointed out that the claimants' seniority dated from February 6, 1960 and June 19, 1961, and thus both were hired subsequent to the date mentioned in the article cited and were covered by it.

The brotherhood quoted several paragraphs of the same article to support a contention that a yardman holding a temporary position was not *assigned* to it, and therefore the foremen were not prohibited

by the rule referred to by the company from accepting appointment to a temporary yard helper's position.

The arbitrator was of the opinion that, although the word "assignment" as used in the cited paragraph lacked a specific definition in the agreement itself, if one considers the ordinary dictionary meaning of the word, the men are not permitted to be "allotted or appointed" as yard helpers while a junior man is employed as yard foreman. The claims, therefore, were disallowed.

### CASE No. 46

Dispute between the Canadian Pacific Railway Company (Atlantic Region) and the Brotherhood of Railroad Trainmen over disciplinary action against a conductor and two trainmen for claiming payment for time not worked.

A conductor and two trainmen booked a six-hour rest period en route after the train pulled into a siding. They were expected to report back to work at 1:30 a.m., but did not report back until one hour and 17 minutes after the expiration of the time limit. On their pay claim, they stated that they were on duty 21 hours less the six hours of rest, making a total claim of 15 hours. When their next tour of duty was completed, they were suspended for investigation and, subsequently, 25 demerit marks were imposed on the conductor and 15 on the trainmen.

The spokesman for the brotherhood argued that the reason the men had failed to return to duty on time was because the operator did not call them and they overslept.

The company spokesman quoted a clause of the Rest Rule: "Trainmen who have been on duty 12 hours or more will have the right to book rest at any point. The men to be judges of their own condition. When rest is booked en route, eight hours will be considered sufficient, except in extreme cases." The amount of rest

booked includes the amount of time needed to prepare themselves for duty. Under this rule, the operator was not obligated to call the crew, he said. He urged that the disciplinary action was justified because the men were seeking payment for work that they had not performed.

During the investigation, the conductor had said that "Nobody woke us up, and it is my understanding that I was automatically on duty after my rest was ended." The arbitrator believed that the conductor's statement was a clear misinterpretation of another article of the agreement concerning the calling of crews, and that it should have been dealt with on that basis. Instead it was turned into an official investigation seeking to establish a deliberate attempt to defraud the company.

The arbitrator said that, in view of the explanation offered, there seemed to be no justification for the disciplinary action. He requested that the demerit marks be expunged from the records, and that the employees be paid for the time lost from their duties during the investigation.

### CASE No. 47

Dispute between the Canadian Pacific Railway Company (Prairie Region) and the Brotherhood of Railroad Trainmen over claims submitted by a conductor and crew for payment of two hours held over while handling an auxiliary train.

A conductor and crew in unassigned pool freight service were ordered to take an auxiliary train to assist in re-railing equipment. At a point short of the scene of the derailment, the train was stopped because a second crew that had been ordered to the derailment from the opposite direction had arrived and was already at work. The auxiliary was then ordered to return to its starting point.

The crew was paid on the basis that the entire trip was in work train service. They

*Continued on page 755*



# Publications Received by The Department of Labour Library

The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed by making application to the Librarian, Department of Labour, Ottawa. Students must apply through the library of their institution. Applications for loans should give the number (numeral) of the publication desired and the month in which it was listed in the LABOUR GAZETTE.

## Annual Reports

1. CANADA. DEPARTMENT OF LABOUR. ECONOMICS AND RESEARCH BRANCH. *Strikes and Lockouts in Canada, 1964*. Prepared . . . on the basis of reports from the Unemployment Insurance Commission. Ottawa, Queen's Printer, 1966. Pp. 51.

2. CANADA. DEPARTMENT OF LABOUR. ECONOMICS AND RESEARCH BRANCH. *Wage Rates, Salaries and Hours of Labour; Annual Report*. No. 47. October 1964. Ottawa, Queen's Printer, 1965 [i.e. 1966] Pp. 400.

3. CANADIAN TAX FOUNDATION. *Twentieth Annual Report for the Year ending December 31st, 1965*. Toronto, 1966. Pp. 40.

4. INDUSTRIAL ACCIDENT PREVENTION ASSOCIATION, QUEBEC. *Thirty-fourth Annual Report, 1965*. Montreal, 1966. Pp. 20.

5. MANITOBA. WORKMEN'S COMPENSATION BOARD. *Report for 1965*. Winnipeg, 1966. Pp. 32.

6. ONTARIO. DEPARTMENT OF ECONOMICS AND DEVELOPMENT. *Ontario Industrial Review, 1965*. Toronto, 1966. Pp. 96.

7. SASKATCHEWAN. WORKMEN'S COMPENSATION BOARD. *Thirty-sixth Annual Report for the Calendar Year, 1965*. Regina, Queen's Printer, 1966. Pp. 28.

8. U.S. CIVIL SERVICE COMMISSION. *Federal Workforce Outlook, Fiscal Years, 1966-1969*. Washington, 1965. Pp. 12.

9. U.S. DEPARTMENT OF LABOUR. *1966 Report of the Secretary of Labor on Manpower Research and Training under the Manpower Development and Training Act of 1962*. Washington, GPO, 1966. Pp. 216.

10. U.S. OFFICE OF LABOR-MANAGEMENT AND WELFARE-PENSION REPORTS. *Summary of Operations, Labor-Management Reporting and Disclosure Act, 1965*. Washington, U.S. Dept. of Labor, Labor Management Services Administration, 1966. Pp. 67.

## Automation

11. DIEBOLD, JOHN. *Focus on Automation; Management*

*Information Systems—the Next Vital Step. Report of a Conference held in London January 1965*. London, British Institute of Management, 1965. Pp. 25.

Considers current developments in electronic data processing in supplying information to management.

12. INTERNATIONAL LABOUR OFFICE. *A Tabulation of Case Studies on Technological Change; Economic and Social Problems reviewed in 160 Case Studies*. Geneva, 1965. Pp. 87.

A review of 160 case studies carried out in 14 countries covering research on the impact of automation and other forms of technological change on work and workers.

## Collective Bargaining

13. HEALY, JAMES JOHN, Ed. *Creative Collective Bargaining; Meeting Today's Challenges to Labor-Management Relations* [by] James A. Henderson [and others] Edited by James J. Healy. Englewood Cliffs, N.J. Prentice-Hall, 1965. Pp. 294.

After an examination of the collective bargaining process, this book presents detailed studies of several labour-management relationships that appear to be successful. These include the Armour Automation Committee, the Pacific Coast agreement on mechanization and modernization between the Pacific Maritime Association and the International Longshoremen's and Warehousemen's Union, the Human Relations Committee in the steel industry, the National Glass Container Labor-Management Committee, and the Long Range Committee of the United Steelworkers of America and the Kaiser Steel Corporation.

14. ROSS, PHILIP. *The Government as a Source of Union Power; the Role of Public Policy in Collective Bargaining*. Providence, Brown University Press, 1965. Pp. 320.

An analysis of the nature of government activity in the field of labour-management relations.

15. U.S. CONGRESS. HOUSE COMMITTEE ON EDUCATION AND LABOR. GENERAL SUBCOMMITTEE ON LABOR. *Multi-employer Association Bargaining. Hearings, Eighty-eighth Congress, Second Session, on Inquiry into Multi-employer Association Bargaining and its Impact on the Collective-Bargaining Process*. Washington, GPO, 1965. Pp. 343.

Hearings held July 28-Nov. 13, 1964 in various cities.

The Subcommittee looked into multi-employer association bargaining to determine whether legislation was required to regulate it.

16. U.S. CONGRESS. HOUSE COMMITTEE ON EDUCATION AND LABOR. GENERAL SUBCOMMITTEE ON LABOR. *Multi-employer Association Bargaining*

and its Impact on the Collective Bargaining Process; Report. Washington, GPO, 1965. Pp. 154.

At head of title: 88th Cong., 2d sess. Committee print.

### Economic Policy

17. MADDISON, ANGUS. *Foreign Skills and Technical Assistance in Economic Development*. Paris, Development Centre of the Organisation for Economic Co-operation and Development, 1965. Pp. 104.

18. PEACOCK, ALAN TURNER, Ed. *Public Finance as an instrument for Economic Development; Papers prepared for a Study Course held under the Auspices of the Technical Co-operation Programme of the O.E.C.D., University of York, 1st-23rd July 1964*. Paris, OECD, 1965. Pp. 112.

### Economics

19. LEONTIEF, WASSILY. *Input-output Economics*. New York, Oxford University Press, 1966. Pp. 257.

Contains 11 essays. Proposals for better economic forecasting. Input-output economics. Wages, profits, prices, and taxes. The structure of development. Domestic production and foreign trade: the American capital position re-examined. Factor proportions and the structure of American trade: further theoretical and empirical analysis. Input-output analysis. The structure of the U.S. economy. The economic effects of disarmament. The economic impact—industrial and regional—of an arms cut. Multi-regional input-output analysis.

20. MOWBRAY, KERMIT LEO. *An Examination of the Employment and Income Multipliers*. Ann Arbor, University Microfilms, 1964 [i.e. 1965] Pp. 101.

"This 'O-P Book' is an authorized reprint of the original edition . . ."

### Employment Management

21. AMERICAN MANAGEMENT ASSOCIATION. *Making the Most of Training Opportunities*. New York, c1965. Pp. 46.

Contents: The total approach to training and education for business. Audiovisual materials in training: functional considerations. The role of educational TV in training city employees. Participative managerial learning. Education under the co-operative plan. The company-owned co-operative college: General Motors Institute. Solving training problems through correspondence study. Accredited correspondence education for business training.

22. DRUCKER, PETER FERDINAND. *The Effective Business; the Effective Executive*. Edited by E. F. L. Brech and Andrew Robertson. London, British Institute of Management, 1964. Pp. 27.

"Originally delivered as two talks . . . to a conference of the British Institute of Management, London, 2 April 1964, followed by two discussion sessions."

23. GOODE, CECIL E. *Personnel Research Frontiers; a Review of Personnel Research Activities and Facilities, with Special Reference to their Implication for Government*. Chicago, Public Personnel Association, 1958. Pp. 176.

24. NATIONAL TRUST COMPANY, LIMITED. *A study of Profit Sharing Plans in Canada*. [1st ed. Toronto] c1965 Pp. 103.

Analyzes the provisions of profit sharing plans in 38 companies. The main features of each plan are summarized under nine basic headings: (1) nature of business (2) type of plan (3) administration (4) employee eligibility (5) contributions (6) method of allocation (7) vesting (8) investment framework and (9) other provisions.

25. U.S. CONGRESS. HOUSE COMMITTEE ON POST OFFICE AND CIVIL SERVICE. *Manpower Management in the Office of Economic Opportunity. Hearing before the Subcommittee on Manpower of the Committee on Post Office and Civil Service, House of Representatives, Eighty-ninth Congress, First session*. June 23, 1965. Washington, GPO, 1965. Pp. 64.

The Subcommittee wished to find out whether the Office of Economic Opportunity was using private firm contractors and per diem consultants to develop policies and operating procedures, work which by law should be done by civil service employees of the Federal Government.

### Industrial Relations

26. MCGILL UNIVERSITY, MONTREAL. INDUSTRIAL RELATIONS CENTRE. *Domination or Independence? The Problem of Canadian Autonomy in Labour-Management Relations*. [Proceedings of Sixteenth Annual Conference, September 9 and 10, 1965] Shirley B. Goldenberg, editor; Frances Bairstow, supervising editor. [Montreal, 1966] Pp. 162.

Contents: The concept of economic sovereignty in relation to business [by] Neil Chamberlain. The locus of decision-making in displacement problems [by] Anthony Balloch. Is Canadian sovereignty possible? [By] Michael Barkway. Relationships of the central labour federations [by] John H. G. Crispo. International union influence on collective bargaining in Canada [by] Bryan Downie. A new era in labour relations? A symposium.

### International Labour Organization

27. INTERNATIONAL LABOUR CONFERENCE. 49th, GENEVA, 1965. *Record of Proceedings*. Geneva, International Labour Office, 1965. Pp. 767.

28. U.S. CONGRESS. HOUSE. COMMITTEE ON EDUCATION AND LABOR. *International Labor Organization, 1964. Hearings before the Ad Hoc Subcommittee on the International Labour Organization of the Committee on Education and Labor, House of Representatives, Eighty-eighth Congress, Second Session on United States Participation in the International Labor Organization*. Washington, GPO, 1964. Pp. 66.

Hearings held August 19 and 21, 1964.

### Labouring Classes

29. CANADA. DEPARTMENT OF LABOUR. INDUSTRIAL RELATIONS BRANCH. LABOUR-MANAGEMENT CO-OPERATION SERVICE. *Today's Need for Joint Consultation*. Ottawa, Queen's Printer, 1965. Pp. 25.

30. INTERNATIONAL LABOUR OFFICE. *Safety and Health in Agricultural Work*. Geneva, 1965. Pp. 132.

At head of title: I.L.O. Codes of practice.

31. MURRELL, K. F. Hywel. *Ergonomics; Man in his Working Environment*. London, Chapman and Hall, 1965. Pp. xviii, 496.

A textbook on human engineering. Explains about the design of work equipment so that the worker can do his work most efficiently. Covers such matters as the design of equipment, physical environment, measurement of work, rest periods, fatigue, shiftwork, aging, etc.

32. NATIONAL POLICY CONFERENCE. UNITED STEELWORKERS OF AMERICA. WINNIPEG, 1966. [Report. Toronto, 1966] 1 volume (various pagings).

### Management

33. BRITISH INSTITUTE OF MANAGEMENT. *Group Relations Training; Proceedings of a Conference held at . . . London . . . 14 July, 1960*. London, 1960. Pp. 52.



Contains two talks on group relations training in the U.S. and in Great Britain, and a panel discussion on this topic. Group relations training in management development involves a group of people who meet for a set period of time, without any fixed agenda, and without any pre-determined chairman or leader, to discuss various matters.

34. BRITISH INSTITUTE OF MANAGEMENT. *Management of Research and Development; a Symposium* by Edward Brech, Clive de Paula and Norman White. Foreword by Sir Alan Wilson, Chairman of Glaxo Group Ltd. London, 1964. Pp. 66.

Contents: Organization for effective research and development. The control and finance of research and development projects. The human aspects of industrial research and development work.

35. BRITISH INSTITUTE OF MANAGEMENT. *Management Training Techniques; Proceedings of a Conference held at . . . London . . . 8 June 1961 under the chairmanship of Mr. C. G. Simpson, Director-General of Staff, National Coal Board.* London, 1962. Pp. 68.

Partial Contents: Case studies and projects. Business games. Role-playing. Group dynamics. Brains trust (i.e. panel discussion).

### Manufactures

36. NATIONAL INDUSTRIAL CONFERENCE BOARD. *Balance Sheet on Acquisitions and Disposals*, by Betty Bock and Jack Farkas. New York, 1966. Pp. 30.

A study of the U.S. Bureau of the Census publication *Annual Survey of Manufactures; Acquisitions and Disposals of Manufacturing Facilities*.

37. NATIONAL INDUSTRIAL CONFERENCE BOARD. *Concentration in Manufacturing; Industry Summaries*, by Betty Bock and Jack Farkas. New York, 1966. Pp. 81.

"The term 'concentration' refers to the share of an economic activity accounted for by a small number of the companies performing the major share of the activity." This report examines data in two reports on concentration in manufacturing published by the Subcommittee on Anti-trust and Monopoly of the Committee on the Judiciary of the United States Senate.

### Redundancy

38. CRYSDALE, ROBERT CECIL STEWART. *Social Effects of a Factory Relocation; a Case Study of Social and Political Consequences of Job Displacement.* Toronto, Published by the Religion-Labour Council of Canada and the United Steelworkers of America, 1965. Pp. 25.

Recounts the experiences of employees of an electrical equipment factory that moved from St. Catharines, Ontario, to Toronto.

39. WEDDERBURN, DOROTHY. *Redundancy and the Railwaymen.* Cambridge [Eng.] University Press, 1965. Pp. 239.

A study of what happened to some railway workshop employees laid off when their workshops were closed. The inquiry sought to discover how quickly the men found jobs, what kind of jobs they were, whether the men had to move from the district to find work, and what happened to workers over sixty and those with physical disabilities.

### Taxation

40. ALLAN, JOHN RICHARD. *The Income Tax Burden on Canadian Stockholders.* Toronto, Canadian Tax Foundation, 1965, c1966. Pp. xii, 173.

This study attempts "to determine the magnitude, and examine some of the implications, of the differential tax burdens encountered under the present tax structure by corporate earnings and stockholders."

41. CANADIAN TAX FOUNDATION. *Occupancy of Tax Fields in Canada*, by Marion H. Bryden. Toronto, 1965. Pp. 66, 70.

"This study was prepared for the Tax Structure Committee of the federal and provincial Governments of Canada." This report examines federal, provincial and municipal tax fields to consider which ones should be occupied by a single authority and which should be shared, and arrangements to be made in jointly occupied tax fields.

42. GOFFMAN, IRVING JAY. *Some Fiscal Aspects of Public Welfare in Canada.* Toronto, Canadian Tax Foundation, c1965. Pp. xiv, 106.

Contents: The theoretical justification of public welfare programs. The development of public welfare programs in Canada, 1867-1964. The cost of public welfare programs. The public financing of health care programs. The financing of income security programs.

### Wages and Hours

43. KEYSERLING, LEON HIRSCH. *The Role of Wages in a Great Society; Stressing Minimum-Wage Gains to Help the Working Poor.* Washington, Conference on Economic Progress, 1966. Pp. 114.

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47. CANADIAN BAR ASSOCIATION. *Papers presented at the Annual Meeting, 1965, Toronto, Ontario.* Don Mills, Ont., CCH Canadian Limited, 1966. Pp. 199.

"Consolidated index to papers presented at annual meetings of the Canadian Bar Association, 1954-1965": p. 191-199.

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tivity, profits and prices in language which, as far as possible, will be free from formal economics terminology . . . The second purpose is to communicate to the public organized labour's point of view on some controversial questions such as incomes policy, inflation, and administered pricing."

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"Published under the auspices of the Rural Sociological Society with the co-operation of the Center for Agricultural and Economic Development at Iowa State University."

"The chapters . . . were originally presented as invited papers at the 1961 annual meeting of the Rural Sociological Society at Iowa State University, Ames."

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54. U.S. CONGRESS. HOUSE COMMITTEE ON EDUCATION AND LABOR. *Anti-poverty Program in New York City and Los Angeles. Hearings before the Subcommittee on the War on Poverty Program of the Committee on Education and Labor, House of Representatives, Eighty-ninth Congress, First Session, on Investigation of Conditions under the Economic Opportunity Act*. Washington, GPO, 1965. Pp. 209.

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56. *The University and the Modern State; Papers delivered at a Symposium on February 1st, 1964 in Honour of the Inauguration of Henry Davies Hicks . . . as the President and Vice-Chancellor of Dalhousie University. Together with the Address of Dr. Hicks to Convocation*. Toronto, Copp Clark Pub. Co., 1964. Pp. 46.

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## Canadian Railway Office of Arbitration

*Continued from page 751*

then submitted claim for payment at through freight rates for the two hours held at the intermediate point. The company declined this claim.

The gist of the brotherhood's argument was that, because the crew had not engaged in wrecking train service at the scene of the derailment, they should have been paid at through freight rates. The brotherhood cited an article of the agreement that reads: "Work service under the meaning of this Article is service performed in connection with . . . wrecking train service . . ."

To support the contention that it is wrecking train service that comes within the scope of work train service, and not the mere handling of an auxiliary from

one point to another when no wrecking train service is performed, the brotherhood cited another paragraph of the same article reading: "Such working points are the respective locations where maintenance or betterment work, wrecking train . . . is to be performed on the company's facilities or right of way."

The company contended that unassigned crews ordered for and used exclusively in work train service are in work train service from the time ordered until the time laid up. In support of this contention, the company representative then cited a further clause of the same article reading: "When an unassigned crew is used in work train service, the crew will

be paid work train rates and under work train conditions."

In his award, the arbitrator expressed his belief that this particular crew was used in work train service on the occasion in question. Something additional to the articles cited was necessary, he said, to support the brotherhood's claim that the handling of the auxiliary equipment automatically turns into through freight service when a crew is not used at the scene of a derailment, although ordered out for that purpose. The existing provisions in the agreement did not indicate any meeting of the parties' minds on procedure in such a situation.

For these reasons, the arbitrator disallowed the employees' claim.



# Statistics Section

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## A—Labour Force

TABLE A-1—Regional Distribution, Week Ended September 17, 1966

	Canada	Atlantic	Quebec	Ontario	Prairies	British Columbia
(estimates in thousands)						
THE LABOUR FORCE.....	7,516	642	2,137	2,733	1,278	726
Men.....	5,204	460	1,491	1,860	892	501
Women.....	2,312	182	646	873	386	225
14-19 years.....	761	79	223	242	142	75
20-24 years.....	1,029	105	344	329	161	90
25-44 years.....	3,232	241	931	1,226	525	309
45-64 years.....	2,264	197	582	846	406	233
65 years and over.....	230	20	57	90	44	19
EMPLOYED.....	7,311	615	2,062	2,675	1,262	697
Men.....	5,061	438	1,438	1,821	883	481
Women.....	2,250	177	624	854	379	216
Agriculture.....	603	34	111	145	289	24
Non-agriculture.....	6,708	581	1,951	2,530	973	673
Paid workers.....	6,228	531	1,793	2,375	914	615
Men.....	4,193	370	1,227	1,582	594	420
Women.....	2,035	161	566	793	320	195
UNEMPLOYED.....	205	27	75	58	16	29
Men.....	143	22	53	39	*	20
Women.....	62	*	22	19	*	*
PERSONS NOT IN LABOUR FORCE.....	6,039	649	1,783	2,058	966	583
Men.....	1,515	181	441	502	242	149
Women.....	4,524	468	1,342	1,556	724	434

\*Less than 10,000. SOURCE: Labour Force Survey, DBS.

**TABLE A-2—Age, Sex and Marital Status, Week Ended September 17, 1966**

		14-19 Years All Persons	20-64 years				65 Years and Over all Persons
	Total		Men		Women		
			Married	Other	Married	Other	
(estimates in thousands)							
POPULATION 14 YEARS OF AGE AND OVER*.....	13,555	2,239	3,854	1,047	3,961	1,004	1,450
LABOUR FORCE.....	7,516	761	3,727	885	1,189	724	230
Employed.....	7,311	700	3,670	840	1,171	706	224
Unemployed.....	205	61	57	45	18	18	††
NOT IN LABOUR FORCE.....	6,039	1,478	127	162	2,772	280	1,220
PARTICIPATION RATE†							
1966, September 17.....	55.4	34.0	96.7	84.5	30.0	72.1	15.9
August 20.....	57.7	48.6	96.7	90.2	28.4	70.9	15.6
UNEMPLOYMENT RATE‡							
1966, September 17.....	2.7	8.0	1.5	5.1	1.5	2.5	††
August 20.....	2.9	6.5	1.8	4.9	1.7	2.5	††

\*Excludes inmates of institutions, members of the armed forces, Indians living on reserves and residents of the Yukon and Northwest Territories.

†The labour force as a percentage of the population 14 years of age and over.

‡The unemployed as a percentage of the labour force.

††Less than 10,000 unemployed.

SOURCE: Labour Force Survey, DBS.

**TABLE A-3—Unemployed, Week Ended September 17, 1966**

	<i>September 1966</i>	<i>August 1966</i>	<i>September 1965</i>
(estimates in thousands)			
TOTAL UNEMPLOYED.....	205	228	176
On temporary layoff up to 30 days.....	9	18	9
Without work and seeking work.....	196	210	167
Seeking:			
Full-time work.....	182	195	156
Part-time work.....	14	15	11
Under 1 month.....	80	70	67
1-3 months.....	73	97	55
4-6 months.....	21	18	20
More than 6 months.....	22	25	25

SOURCE: Labour Force Survey, DBS.



## B—Labour Income

TABLE B-1—Estimates of Labour Income, by Industry

Year and Month	Monthly Totals									Totals **
	Mining	Manu- facturing	Trans- portation, Storage and Communi- cation†	Forestry	Con- struction	Public Utilities	Trade	Finance Services (including Govern- ment)	Supple- mentary Labour Income	
(\$ Millions)										
1961—Total.....	542	5,306	1,862	283	1,252	357	2,740	5,616	820	18,996
1962—Total.....	559	5,699	1,909	300	1,357	378	2,881	6,080	843	20,233
1963—Total.....	572	6,045	2,008	308	1,419	397	3,089	6,601	873	21,547
1964—Total.....	600	6,582	2,129	343	1,582	421	3,358	7,248	926	23,433
1965—Total.....	678	7,262	2,316	378	1,962	455	3,714	8,044	975	26,036
1965—June.....	58.0	614.2	192.1	34.4	169.1	38.8	312.0	686.2	81.6	2,212.5
July.....	58.3	601.2	199.8	37.6	185.2	39.4	310.3	655.4	81.5	2,199.7
August.....	58.3	614.2	199.0	36.3	193.3	40.0	312.2	666.7	82.1	2,235.3
September.....	57.4	626.4	208.9	38.0	196.7	39.1	317.4	711.4	83.3	2,306.3
October.....	58.9	636.3	202.1	37.8	201.1	39.2	322.9	697.8	83.5	2,301.5
November.....	59.5	636.0	201.9	37.6	187.9	38.7	330.1	696.7	83.5	2,292.3
December.....	59.0	630.0	195.0	29.4	161.5	38.5	335.4	697.4	83.1	2,245.0
1966—January.....	60.2	632.8	201.1	27.8	158.5	38.2	322.2	708.1	97.3	2,259.2
February.....	60.6	644.7	193.8	30.5	164.0	38.3	323.7	713.4	97.6	2,279.6
March.....	60.8	652.0	190.9	26.4	170.6	37.1	326.9	723.5	98.0	2,300.9
April.....	58.3	657.4	200.0	25.6	181.8	38.1	333.2	740.5	98.8	2,351.0
May*.....	61.0	669.5	205.1	32.4	205.4	39.5	337.6	749.7	99.8	2,422.0
June†.....	63.2	681.5	201.8	29.6	216.6	41.0	346.5	768.9	100.7	2,485.5
Seasonally Adjusted										
1961—Total.....	542	5,306	1,862	283	1,252	357	2,740	5,616	820	18,996
1962—Total.....	559	5,669	1,909	300	1,357	378	2,881	6,080	843	20,233
1963—Total.....	572	6,045	2,008	308	1,419	397	3,089	6,601	873	21,547
1964—Total.....	600	6,582	2,129	343	1,582	421	3,358	7,248	926	23,433
1965—Total.....	678	7,262	2,316	378	1,962	455	3,714	8,044	975	26,036
1965—June.....	56.7	600.7	188.0	31.7	156.9	37.4	308.1	666.4	80.9	2,147.6
July.....	56.0	605.0	193.7	33.1	160.8	38.2	309.4	671.5	81.4	2,169.8
August.....	57.6	611.3	190.5	32.1	164.6	38.9	313.5	681.2	81.6	2,192.3
September.....	57.3	611.5	203.5	31.1	163.6	38.4	316.7	698.4	82.2	2,223.5
October.....	58.4	627.8	198.2	30.5	173.4	38.8	319.7	690.8	82.5	2,240.8
November.....	59.3	634.8	200.0	31.2	180.7	38.7	322.0	696.4	82.7	2,267.1
December.....	59.6	642.0	200.4	31.0	189.8	38.9	323.2	700.5	83.3	2,290.7
1966—January.....	60.8	644.5	204.5	32.2	186.5	39.2	328.9	718.5	98.6	2,335.0
February.....	60.9	659.6	200.7	34.3	199.1	39.4	333.0	721.1	99.0	2,368.2
March.....	60.9	659.0	200.3	33.6	204.1	38.5	334.8	727.1	99.2	2,379.2
April.....	60.4	663.8	204.2	38.7	204.9	39.0	337.7	738.6	99.6	2,408.3
May*.....	60.9	664.2	204.0	37.1	203.1	39.6	338.0	738.1	99.7	2,405.8
June†.....	61.3	666.1	207.0	27.4	203.8	39.9	342.0	745.9	99.8	2,414.6

\*Revised. †Preliminary.

†Includes post office wages and salaries. \*\*Figures in this column are for total labour income, Canada, but are not totals of the figures in the remaining columns of this table, as figures for labour income in Agriculture, Fishing and Trapping are not shown.

NOTE: Monthly figures may not add to annual totals because of rounding. SOURCE: *Estimates of Labour Income*, DBS.

## C—Employment, Hours and Earnings

Tables C-1 to C-3 are based on reports from employers having 15 or more employees; at April 1966, employers in the principal non-agricultural industries reported a total employment of 3,414,853. Tables C-4 and C-5 are based on reports

from a somewhat smaller number of firms than Tables C-1 to C-3. They relate only to wage-earners for whom statistics of hours of work are also available, whereas Tables C-1 to C-3 relate to salaried employees as well as to all wage-earners in the reporting firms.

**TABLE C-1—Employment, Payrolls and Weekly Wages and Salaries**

Year and Month	Industrial Composite‡			Manufacturing		
	Index Numbers (1961=100)			Index Numbers (1961=100)		
	Employ- ment	Average Weekly Wages and Salaries	Average Weekly Wages and Salaries	Employ- ment	Average Weekly Wages and Salaries	Average Weekly Wages and Salaries
		\$	\$		\$	\$
AVERAGES						
1961.....	100.0	100.0	78.24	100.0	100.0	81.55
1962.....	102.2	102.9	80.54	103.8	103.0	84.00
1963.....	104.4	106.4	83.27	106.1	106.6	86.90
1964.....	108.2	110.6	86.51	111.1	110.9	90.42
1965						
April.....	109.4	115.4	90.32	113.7	116.3	94.88
May.....	113.2	115.6	90.41	116.4	115.9	94.52
June.....	116.7	116.2	90.88	119.2	116.1	94.66
July.....	117.7	116.2	90.95	118.5	114.8	93.59
August.....	119.7	116.5	91.12	120.6	115.2	93.97
September.....	119.1	117.8	92.19	121.1	117.1	95.48
October.....	118.6	119.6	93.56	120.6	119.1	97.10
November.....	118.7	119.4	93.44	120.6	119.5	97.42
December.....	115.9	116.3	91.00	118.5	116.6	95.07
1966						
January.....	114.4	119.9	93.79	119.1	119.9	97.78
February.....	114.5	121.5	95.09	119.9	121.3	98.91
March*.....	115.0	121.6	95.12	120.6	121.9	99.44
April†.....	116.4	122.4	95.80	121.1	122.4	99.84

\*Revised. †Preliminary.

†Includes (1) Forestry (chiefly logging); mining (including milling), quarrying and oil wells; manufacturing; construction; transportation, storage and communication; public utility operation; trade; finance, insurance and real estate; service (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).

SOURCE: *Employment and Average Weekly Wages and Salaries*, DBS.



TABLE C-2—Area Summary of Employment and Average Weekly Wages and Salaries

Areas	Employment Index Numbers*			Average Weekly Wages and Salaries		
	April 1966	March 1966	April 1965	April 1966	March 1966	April 1965
	(1961=100)			\$	\$	\$
REGION AND PROVINCE						
Atlantic Region.....	108.9	107.6	100.6	79.58	79.20	75.30
Newfoundland.....	113.6	112.2	101.6	85.95	84.88	80.79
Prince Edward Island.....	111.1	100.7	100.4	64.15	66.19	61.11
Nova Scotia.....	108.1	106.1	103.4	76.16	76.40	73.74
New Brunswick.....	106.6	107.1	96.6	80.91	79.87	74.99
Quebec.....	113.9	111.9	107.9	94.05	92.70	87.45
Ontario.....	119.9	118.4	113.0	98.67	98.31	94.17
Prairie Region.....	110.8	110.8	103.7	89.03	88.85	84.94
Manitoba.....	106.5	106.3	102.1	84.08	83.86	81.46
Saskatchewan.....	111.5	109.0	103.7	87.60	86.40	83.80
Alberta.....	114.2	115.5	105.2	93.55	93.73	88.28
British Columbia.....	122.8	121.6	112.9	107.90	105.51	98.84
CANADA.....	116.4	115.0	109.4	95.80	95.12	90.32
URBAN AREAS						
St. John's.....	131.9	128.0	114.9	75.37	74.57	67.46
Halifax.....	106.5	111.7	103.4	78.98	78.65	75.53
Sydney.....	94.1	92.0	99.0	87.63	83.79	85.01
Moncton.....	107.8	105.7	103.2	72.99	73.86	69.47
Saint John.....	108.1	111.4	97.8	79.28	77.62	75.59
Chicoutimi.....	106.4	103.3	98.1	110.53	109.27	102.83
Montreal.....	118.6	117.2	111.4	95.68	94.96	89.29
Quebec.....	113.5	112.8	111.1	82.32	81.83	76.98
Shawinigan.....	108.2	107.4	103.1	105.19	106.73	92.58
Sherbrooke.....	108.1	117.5	113.1	83.10	81.22	77.20
Trois-Rivières.....	115.3	109.6	108.5	89.50	89.60	80.19
Ottawa-Hull.....	113.0	112.4	107.7	88.49	87.57	83.29
Belleville.....	111.1	109.5	107.9	85.07	84.58	80.59
Brampton.....	220.5	218.0	197.9	99.60	98.10	92.08
Brantford.....	130.6	129.2	124.6	94.07	92.90	88.59
Fort William-Port Arthur.....	124.6	118.5	110.7	97.36	95.57	87.01
Guelph.....	131.2	128.4	119.8	88.20	88.73	84.52
Hamilton.....	120.5	119.5	118.0	103.19	102.62	99.58
Kingston.....	124.6	125.4	118.6	93.37	92.25	90.45
Kitchener.....	138.0	137.4	124.9	86.70	86.52	82.13
London.....	120.3	119.8	115.6	91.67	90.33	85.48
Niagara Falls.....	108.6	104.0	107.9	95.99	97.75	93.33
Oshawa.....	155.0	155.7	151.7	112.47	112.57	121.13
Peterborough.....	130.6	128.7	121.5	102.61	102.53	96.51
Sarnia.....	120.8	119.2	106.5	124.56	123.50	113.71
Sault Ste. Marie.....	117.8	114.4	114.2	112.17	111.61	113.42
Sudbury.....	103.2	102.9	96.8	103.73	104.30	99.65
St. Catharines.....	137.2	135.0	129.3	106.69	107.35	110.14
Timmins.....	96.0	94.7	91.3	98.09	96.99	81.00
Toronto.....	120.0	118.3	112.9	99.30	99.16	93.97
Welland.....	109.2	101.1	109.1	111.35	111.79	107.85
Windsor.....	147.3	146.3	133.0	112.96	110.90	112.93
Winnipeg.....	110.4	110.5	104.5	79.96	79.71	78.36
Regina.....	110.7	109.4	110.9	86.43	84.97	82.24
Saskatoon.....	121.7	118.9	112.3	80.05	79.07	77.77
Edmonton.....	122.1	121.6	111.6	87.29	87.33	82.84
Vancouver.....	124.1	122.6	114.5	104.25	101.94	96.61
Victoria.....	118.6	120.4	118.1	90.44	88.71	86.98

\*Latest figures subject to revision.

SOURCE: *Employment and Average Weekly Wages and Salaries*, DBS.

**TABLE C-2a—Estimates of Employees by Industry, Provinces and Canada**

		</									

\*Revised. †Preliminary. ‡Includes health services (except hospitals); motion picture and recreational services to business management; personal services (except domestic and miscellaneous services).

BASIS: 1960 Standard Industrial Classification.

SOURCE: *Estimates of Employees by Province and Industry*, DBS.



TABLE C-3—Industry Summary of Employment and Average Weekly Wages and Salaries

Industries	Employment Index Numbers*			Average Weekly Wages and Salaries		
	April 1966	March 1966	April 1965	April 1966	March 1966	April 1965
	(1961=100)			\$	\$	\$
MINING, INCLUDING MILLING.....	104.8	106.1	100.1	116.79	118.83	109.90
Metals.....	104.1	103.5	100.2	116.00	117.32	109.99
Mineral fuels.....	99.0	98.7	99.9	122.73	120.49	115.96
Non-metals except fuels.....	105.2	101.4	101.1	111.07	112.00	104.36
Quarries and sand pits.....	118.2	107.5	105.6	101.33	101.78	91.57
Services incidental to mining.....	116.7	147.1	95.9	123.41	135.17	110.66
MANUFACTURING.....	121.1	120.6	113.7	99.84	99.44	94.88
Durable goods.....	133.5	132.7	122.8	107.36	106.99	103.58
Non-durable goods.....	111.1	110.8	106.4	92.60	92.19	86.83
Food and beverages.....	103.4	101.0	99.1	87.60	87.44	83.66
Foods.....	103.5	100.9	99.1	84.60	84.64	81.00
Beverages.....	103.0	101.8	99.4	106.32	104.72	100.10
Tobacco processing and products.....	90.4	95.1	90.7	102.34	97.25	94.42
Rubber products.....	122.7	123.1	116.2	102.74	103.93	95.41
Leather products.....	104.0	103.3	100.1	65.90	67.05	61.55
Textile products.....	114.3	120.5	118.1	81.32	80.79	76.04
Knitting mills.....	116.7	117.6	107.8	62.74	62.83	59.02
Clothing.....	113.7	115.5	111.1	60.79	61.51	56.73
Wood products.....	110.9	112.1	106.3	87.25	87.39	82.23
Furniture and fixtures.....	130.4	128.0	119.5	80.22	79.64	76.70
Paper and allied industries.....	114.5	113.1	107.5	117.82	116.72	107.32
Printing, publishing and allied industries.....	109.5	109.9	103.8	107.10	106.60	102.24
Primary metal industries.....	123.0	121.6	115.4	118.24	117.70	116.06
Metal fabricating industries.....	134.5	134.0	121.3	105.24	104.16	99.83
Machinery, except electrical.....	146.2	145.7	135.6	114.45	113.37	107.23
Transportation equipment.....	152.9	152.8	138.3	118.06	117.96	119.43
Electrical products.....	137.7	136.0	125.1	103.78	104.32	98.03
Non-metallic mineral products.....	124.4	122.1	115.9	105.24	104.51	98.76
Petroleum and coal products.....	97.6	95.6	97.6	148.51	147.02	133.85
Chemicals and chemical products.....	117.1	115.7	109.2	112.80	112.40	108.13
Miscellaneous manufacturing industries.....	127.5	125.3	118.3	86.76	86.90	82.58
CONSTRUCTION.....	120.2	112.4	104.1	118.68	117.35	105.73
Building.....	122.9	119.9	110.0	114.70	113.99	105.40
Engineering.....	114.9	98.1	92.4	126.88	125.25	106.49
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES.....	103.4	100.4	100.6	103.38	101.96	97.58
Transportation.....	98.9	95.0	97.9	102.63	100.90	97.04
Storage.....	112.8	107.1	102.5	92.30	87.62	85.32
Communication.....	114.2	113.5	106.4	98.79	98.63	93.83
Electric power, gas and water.....	106.6	105.0	105.0	118.89	117.28	110.21
TRADE.....	118.4	117.1	111.3	76.56	75.97	72.93
Wholesale trade.....	114.8	114.2	107.1	95.11	94.38	90.71
Retail trade.....	120.5	118.7	113.6	66.49	65.87	63.63
FINANCE, INSURANCE AND REAL ESTATE.....	118.5	118.6	115.0	92.95	92.37	87.84
Financial institutions.....	122.2	122.4	117.5	89.83	89.41	84.24
Insurance and real estate.....	113.4	113.1	110.6	97.69	97.29	93.13
SERVICE.....	133.2	131.2	121.0	69.58	69.13	64.66
Recreational services.....	123.9	116.4	111.1	59.49	57.96	56.91
Business services.....	149.4	148.9	133.4	107.33	106.95	96.86
Personal services.....	125.3	123.0	115.2	52.71	52.28	50.11
Miscellaneous services.....	146.1	146.5	131.5	74.80	73.60	70.24
Services to buildings and dwellings.....	181.9	184.9	162.0	51.09	49.10	48.44
INDUSTRIAL COMPOSITE.....	116.4	115.0	109.4	95.80	95.12	90.32

\*Latest figures subject to revision.

NOTE: Information for other industries is given in *Employment and Average Weekly Wages and Salaries*, DBS.

**TABLE C-5—Hours and Earnings, Hourly-Rated Wage-Earners, by Industry**

Industry	Average Weekly Hours			Average Hourly Earnings			Average Weekly Wages		
	April 1966	March 1966	April 1965	April 1966	March 1966	April 1965	April 1966	March 1966	April 1965
				\$	\$	\$	\$	\$	\$
<b>MINING, INCLUDING MILLING.....</b>	41.6	42.6	42.3	2.56	2.57	2.39	106.61	109.63	101.18
Metals.....	41.0	42.2	41.8	2.66	2.63	2.49	109.09	111.07	104.16
Mineral fuels.....	41.7	39.7	43.0	2.25	2.26	2.15	93.81	89.71	92.36
Non-metals, except fuels.....	42.2	42.8	42.4	2.48	2.46	2.32	104.53	105.40	98.34
Quarries and sand pits.....	46.8	45.7	46.6	2.06	2.10	1.90	96.46	96.15	88.27
Services incidental to mining.....	42.9	47.0	41.9	2.73	2.83	2.47	116.93	132.79	103.41
<b>MANUFACTURING.....</b>	41.0	41.2	41.1	2.23	2.22	2.12	91.69	91.24	87.03
Durable goods.....	41.6	41.7	42.1	2.41	2.40	2.31	100.34	99.86	97.06
Non-durable goods.....	40.5	40.6	40.2	2.04	2.03	1.92	82.71	82.35	77.10
Food and beverages.....	40.4	40.4	40.4	1.95	1.95	1.87	78.74	78.82	75.38
Foods.....	40.3	40.3	40.3	1.89	1.89	1.81	76.03	76.37	73.03
Beverages.....	41.7	41.0	41.1	2.38	2.37	2.26	99.24	97.16	92.92
Tobacco processing and products.....	37.9	36.8	37.5	2.48	2.39	2.31	94.21	87.86	86.64
Rubber products.....	41.8	42.4	41.4	2.30	2.30	2.12	96.32	97.59	87.70
Leather products.....	39.5	40.5	38.9	1.53	1.52	1.44	60.23	61.46	56.02
Textile products.....	41.9	42.2	41.7	1.70	1.70	1.61	71.35	71.61	67.23
Miscellaneous textiles.....	40.2	39.8	41.0	1.57	1.54	1.46	63.03	61.29	59.74
Knitting mills.....	41.1	41.7	41.3	1.37	1.35	1.28	56.25	56.42	52.65
Clothing.....	37.5	38.1	37.1	1.47	1.47	1.39	55.05	56.02	51.33
Wood products.....	40.4	40.8	40.6	2.08	2.05	1.93	83.95	83.79	78.27
Furniture and fixtures.....	42.0	42.1	42.6	1.77	1.75	1.67	74.49	73.69	71.13
Paper and allied industries.....	41.9	41.7	41.5	2.64	2.63	2.40	110.75	109.40	99.70
Pulp and paper mills.....	42.2	41.8	41.5	2.90	2.88	2.59	122.05	120.31	107.48
Printing, publishing and allied industries.....	39.2	39.3	39.2	2.71	2.70	2.58	106.12	105.99	101.29
Primary metal industries.....	40.9	41.0	41.7	2.73	2.70	2.65	111.46	110.77	110.57
Iron and steel mills.....	40.4	40.4	41.7	2.89	2.87	2.83	116.64	116.12	118.09
Metal fabricating industries.....	42.2	42.2	42.2	2.36	2.33	2.22	99.35	98.34	93.98
Machinery, except electrical.....	42.7	42.4	42.5	2.54	2.51	2.39	108.40	106.53	101.57
Transportation equipment.....	41.5	41.7	43.6	2.68	2.66	2.61	111.18	111.20	114.01
Aircraft and parts.....	42.2	42.8	41.6	2.58	2.57	2.39	108.72	109.88	99.50
Motor vehicles.....	41.4	41.6	45.0	2.78	2.76	2.74	114.86	114.75	123.30
Assembling.....	41.3	41.9	46.2	2.94	2.91	2.87	121.39	121.99	132.53
Parts and accessories.....	41.6	41.4	44.1	2.68	2.67	2.68	111.47	110.79	118.06
Shipbuilding and repairing.....	41.6	42.7	41.3	2.56	2.55	2.44	106.38	109.17	100.77
Electrical products.....	41.1	41.4	40.7	2.22	2.21	2.09	91.39	91.69	84.93
Communications equipment.....	40.7	41.1	40.1	2.13	2.12	1.96	86.73	86.87	78.48
Non-metallic mineral products.....	43.1	43.0	42.8	2.30	2.29	2.14	99.10	98.27	91.79
Petroleum and coal products.....	43.2	42.8	42.2	3.18	3.10	2.92	137.09	132.65	123.11
Chemical and chemical products.....	41.5	41.3	41.1	2.38	2.36	2.29	98.51	97.60	94.10
Miscellaneous manufacturing industries.....	41.2	41.5	41.0	1.81	1.79	1.71	74.47	74.42	70.27
<b>CONSTRUCTION.....</b>	41.7	41.4	40.2	2.79	2.78	2.55	116.54	114.96	102.65
Building.....	39.9	40.0	39.4	2.82	2.80	2.62	112.53	111.78	102.97
General contractors.....	39.8	40.0	39.0	2.74	2.71	2.49	109.15	108.52	97.06
Special trade contractors.....	39.9	40.0	39.7	2.90	2.87	2.73	115.73	114.76	108.63
Engineering.....	45.7	45.1	42.4	2.74	2.73	2.40	125.18	122.85	101.81
Highways, bridges and streets....	43.5	45.2	41.7	2.30	2.27	2.13	99.86	102.53	88.87
Other engineering.....	47.3	45.0	43.1	3.02	3.08	2.61	142.93	138.46	112.36
<b>OTHER INDUSTRIES:</b>									
Urban transit.....	42.3	42.0	43.8	2.57	2.57	2.36	108.68	107.89	103.20
Highway and bridge maintenance.....	39.4	40.6	38.9	1.95	1.97	1.93	77.03	79.91	75.34
Laundries, cleaners and pressers.....	39.5	39.2	40.3	1.30	1.29	1.21	51.28	50.39	48.65
Hotels, restaurants and taverns.....	35.1	35.5	36.0	1.30	1.29	1.22	45.79	45.85	43.83

Latest figures subject to revision.

SOURCE: *Man-Hours and Hourly Earnings*, DBS.



TABLE C-4—Hours and Earnings in Manufacturing, Hourly-Rated Wage-Earners, by Province

	Average Hours Worked			Average Hourly Earnings*		
	April 1966	March 1966	April 1965	April 1966	March 1966	April 1965
				\$	\$	\$
Newfoundland.....	42.1	41.2	42.6	1.90	1.93	1.77
Nova Scotia.....	41.4	41.8	40.6	1.84	1.85	1.78
New Brunswick.....	42.2	42.3	41.7	1.87	1.88	1.78
Quebec.....	42.0	42.2	41.6	1.99	1.98	1.86
Ontario.....	41.0	41.1	41.5	2.36	2.34	2.25
Manitoba.....	40.0	40.4	39.9	1.89	1.89	1.82
Saskatchewan.....	39.3	39.1	39.5	2.25	2.22	2.17
Alberta (includes Northwest Territories).....	39.7	39.4	40.0	2.26	2.23	2.12
British Columbia (includes Yukon Territory).....	37.8	37.8	38.0	2.76	2.73	2.59

\*Includes shift differential, premium pay for overtime, pay for paid holidays, pay for paid sick leave if paid through payroll but not if paid under insurance plan, incentive bonus but not annual bonus.

NOTE: Information on hours and earnings by cities obtainable from *Man-Hours and Hourly Earnings*, DBS.

Latest figures subject to revision.

SOURCE: *Man-Hours and Hourly Earnings*, DBS.

TABLE C-6—Earnings and Hours of Hourly-Rated Wage-Earners in Manufacturing

Period	Hours Worked in a Week	Average Hourly Earnings	Average Weekly Wages	Index Number of Average Weekly Wages (1961=100)	
				Current Dollars	1961 Dollars
		\$	\$		
Monthly Average:					
1961 .....	40.6	1.83	74.45	100.0	100.0
1962.....	40.7	1.88	76.75	103.1	101.9
1963.....	40.8	1.95	79.51	106.8	103.7
1964.....	41.0	2.02	82.96	111.4	106.3
1965†.....	41.0	2.12	86.89	116.7	108.0
Last Pay Period in:					
1965—April.....	41.1	2.12	87.03	116.9	109.4
May.....	41.1	2.11	86.66	116.4	103.2
June.....	41.2	2.11	86.87	116.7	108.1
July.....	40.8	2.09	85.38	114.7	106.3
August.....	41.1	2.09	86.10	115.6	107.4
September.....	41.4	2.13	88.08	118.3	109.7
October.....	41.6	2.15	89.53	120.3	110.8
November.....	41.5	2.16	89.81	120.6	110.7
December.....	39.7	2.18	86.40	116.1	106.3
1966—January.....	40.9	2.19	89.65	120.4	109.5
February.....	41.2	2.20	90.76	121.9	110.6
March*.....	41.2	2.22	91.24	122.6	110.6
April†.....	41.0	2.23	91.69	123.2	111.0

\*Revised. †Preliminary.

NOTE: The index of average weekly wages in 1961 dollars is computed by dividing the index of average weekly wages in current dollars by the Consumer Price Index. For a more complete statement of uses and limitations of the adjusted figures see *Man-Hours and Hourly Earnings*, DBS.

SOURCE: *Man-Hours and Hourly Earnings*, DBS.

## D—Manpower Division

Statistics presented in the following tables relate to registrations for employment and vacancies notified by employers at Canada Manpower Centres (formerly NES offices). These data

are derived from reports prepared in the Centres and processed in the Unemployment Insurance Section, Dominion Bureau of Statistics. See also Technical Note, page 491, August issue.

**TABLE D-1—Unfilled Vacancies and Registrations on Hand**

<i>Period</i>	<i>Unfilled Vacancies†</i>			<i>Registrations on Hand</i>		
	<i>Male</i>	<i>Female</i>	<i>Total</i>	<i>Male</i>	<i>Female</i>	<i>Total</i>
End of:						
October 1961.....	12,936	14,979	27,915	249,228	107,697	356,925
October 1962.....	20,137	17,399	37,536	232,316	105,488	337,804
October 1963.....	24,210	20,861	45,071	219,966	106,320	326,286
October 1964.....	29,159	19,727	48,886	203,340	110,611	313,951
October 1965.....	38,929	23,901	62,830	155,644	104,993	260,637
November 1965.....	48,183	27,246	75,429	218,819	118,073	336,892
December 1965.....	30,037	20,866	50,903	316,440	125,750	442,190
January 1966.....	26,286	17,524	43,810	404,298	147,105	551,403
February 1966.....	26,192	18,699	44,891	414,592	149,214	563,806
March 1966.....	31,242	22,574	53,816	404,530	144,067	548,597
April 1966.....	39,156	26,386	65,542	356,280	138,646	494,926
May 1966.....	41,745	27,907	69,652	261,325	126,589	387,914
June 1966.....	40,805	26,173	66,978	233,965	146,798	380,763
July 1966.....	42,520	24,175	66,695	221,599	140,563	362,162
August 1966.....	43,369	30,533	73,902	187,687	118,243	305,930
September 1966*.....	46,379	28,793	75,172	173,431	121,251	294,682
October 1966*.....	39,057	24,625	63,682	179,051	120,962	300,013

\*Latest figures subject to revision.  
Manpower and Immigration.

†Current vacancies only. Deferred vacancies are excluded.

SOURCE: Manpower Division, Department of

**TABLE D-2—Registrations Received, Vacancies Notified and Placements Effected by Year, 1962 to 1965 and by Month, September 1965 to September 1966**

<i>Year and month</i>	<i>Registrations Received</i>		<i>Vacancies Notified</i>		<i>Placements Effected</i>	
	<i>Male</i>	<i>Female</i>	<i>Male</i>	<i>Female</i>	<i>Male</i>	<i>Female</i>
1962—Year.....	3,177,423	1,171,111	1,010,365	544,795	897,285	438,471
1963—Year.....	2,912,511	1,130,539	938,052	507,910	790,381	387,728
1964—Year.....	2,894,099	1,170,889	1,030,199	530,575	845,696	395,380
1965—Year.....	2,741,172	1,165,713	1,088,752	545,951	865,445	392,277
1965—September.....	204,572	102,142	116,261	55,870	90,690	41,419
1965—October.....	192,182	92,918	92,067	39,869	73,120	29,113
November.....	276,347	113,148	116,125	47,977	84,320	31,113
December.....	303,524	102,536	72,004	45,614	70,786	42,187
1966—January.....	287,740	98,603	72,912	34,959	60,237	26,037
February.....	202,400	80,555	63,000	33,825	47,675	22,350
March.....	217,568	86,042	82,965	43,859	61,401	28,059
April.....	188,255	80,682	84,319	39,441	62,133	24,787
May.....	199,618	93,554	97,520	46,202	75,891	31,330
June.....	222,671	116,136	95,402	50,498	74,320	37,072
July.....	216,035	108,399	85,147	48,433	68,493	38,299
August.....	208,409*	101,591*	102,760	58,267	76,157	39,645
September†.....	191,369	102,032	105,486	50,829	78,744	36,987

\*Revised.

†Preliminary.

SOURCE: Manpower Division, Department of Manpower and Immigration.



**TABLE D-4—Registrations on Hand, by Occupation and by Sex, at September 30, 1966 (Preliminary)**

Occupational Group	Registrations on Hand		
	Male	Female	Total
Professional and managerial workers.....	8,303	2,896	11,199
Clerical workers.....	15,505	52,536	68,041
Sales workers.....	5,704	13,359	19,063
Personal and domestic service workers.....	24,515	19,869	44,384
Seamen.....	461	—	461
Agriculture, fishing, forestry (ex. log.).....	3,117	278	3,395
Skilled and semi-skilled workers.....	60,908	13,093	74,001
Food and kindred products (incl. tobacco).....	596	349	945
Textiles, clothing, etc.....	1,051	7,352	8,403
Lumber and lumber products.....	3,232	102	3,334
Pulp, paper (incl. printing).....	680	307	987
Leather and leather products.....	463	582	1,045
Stone, clay and glass products.....	162	42	204
Metalworking.....	9,220	1,018	10,238
Electrical.....	1,272	825	2,097
Transportation equipment.....	625	206	831
Mining.....	544	—	544
Construction.....	12,664	3	12,667
Transportation (except seamen).....	10,036	123	10,159
Communications and public utility.....	314	3	317
Trade and service.....	2,652	1,252	3,904
Other skilled and semi-skilled.....	12,137	672	12,809
Foremen.....	1,306	236	1,542
Apprentices.....	3,954	21	3,975
Unskilled workers.....	54,918	19,220	74,138
Food and tobacco.....	1,267	2,607	3,874
Lumber and lumber products.....	4,461	380	4,841
Metalworking.....	2,942	598	3,540
Construction.....	22,848	1	22,849
Other unskilled workers.....	23,400	15,634	39,034
<b>GRAND TOTAL.....</b>	<b>173,431</b>	<b>121,251</b>	<b>294,682</b>

SOURCE: Manpower Division, Department of Manpower and Immigration.

**TABLE D-5—Registrations on Hand, by Local Office Areas, at September 30, 1966**

Registrations On Hand			Registrations on Hand			Registrations on Hand		
Office	Previous * Year		Office	Previous * Year		Office	Previous * Year	
	Sept. 30, 1966	Sept. 30, 1965		Sept. 30, 1966	Sept. 30, 1965		Sept. 30, 1966	Sept. 30, 1965
<b>NEWFOUNDLAND</b> .....	7,625	4,969	Liverpool.....	255	209	Saint John.....	2,380	1,781
Corner Brook.....	2,480	1,190	New Glasgow.....	1,136	978	St. Stephen.....	556	284
Grand Falls.....	738	575	Springhill.....	279	203	Sussex.....	170	133
St. John's.....	4,407	3,204	Sydney.....	2,606	4,225	Woodstock.....	152	159
			Sydney Mines.....	502	391			
<b>PRINCE EDWARD</b>			Truro.....	709	611	<b>QUEBEC</b> .....	89,254	77,941
<b>ISLAND</b> .....	1,180	927	Yarmouth.....	444	382	Alma.....	803	940
Charlottetown.....	725	593				Asbestos.....	321	214
Summerside.....	455	334	<b>NEW BRUNSWICK</b> .....	10,072	7,219	Baie Comeau.....	762	472
			Bathurst.....	1,565	864	Beauharnois.....	620	515
<b>NOVA SCOTIA</b> .....	11,464	11,674	Campbellton.....	699	678	Buckingham.....	327	375
Amherst.....	399	291	Edmundston.....	403	297	Causapscal.....	329	406
Bridgewater.....	516	404	Fredericton.....	649	528	Chandler.....	800	480
Halifax.....	3,798	3,352	Minto.....	34	136	Chicoutimi.....	1,189	1,440
Inverness.....	233	142	Moncton†.....	2,522	1,656	Cowansville.....	229	205
Kentville.....	587	486	Newcastle.....	942	703	Dolbeau.....	541	668

TABLE D-5—Registrations on Hand, by Local Office Areas, at September 30, 1966 (Continued)

Registrations on Hand			Registrations on Hand			Registrations on Hand		
Office	Previous Year		Office	Previous Year		Office	Previous Year	
	Sept. 30, 1966	Sept. 30, 1965		Sept. 30, 1966	Sept. 30, 1965		Sept. 30, 1966	Sept. 30, 1965
Drummondville.....	1,475	1,012	Fort Erie.....	189	254	MANITOBA.....	9,898	10,076
Farnham.....	394	183	Fort Frances.....	150	180	Brandon.....	693	690
Forestville.....	273	274	Fort William.....	725	581	Dauphin.....	289	269
Gaspé.....	393	440	Galt.....	988	638	Flin Flon.....	177	112
Granby.....	943	814	Gananoque.....	129	124	Portage la Prairie.....	249	240
Hull.....	2,095	2,047	Goderich.....	209	134	The Pas.....	152	200
Joliette.....	1,889	1,709	Guelph.....	800	689	Winnipeg.....	8,338	8,565
Jonquière.....	1,634	1,780	Hamilton.....	7,587	7,117	SASKATCHEWAN.....	5,592	5,680
Lachute.....	335	277	Hawkesbury.....	380	252	Estevan.....	63	57
Lac-Magantic.....	438	367	Kapuskasing.....	301	288	Lloydminster.....	50	67
La Malbaie.....	526	727	Kenora.....	194	315	Moose Jaw.....	443	521
La Tuque.....	366	553	Kingston.....	1,703	1,162	North Battleford.....	327	248
Lévis.....	1,585	1,460	Kirkland Lake.....	422	432	Prince Albert.....	635	562
Louiseville.....	549	402	Kitchener.....	1,807	1,145	Regina.....	1,970	1,781
Magog.....	562	389	Leamington.....	233	170	Saskatoon.....	1,403	1,739
Maniwaki.....	182	288	Lindsay.....	368	457	Swift Current.....	204	187
Matane.....	647	438	Listowel.....	89	49	Weyburn.....	92	84
Mont-Laurier.....	220	340	London.....	3,357	2,263	Yorkton.....	405	434
Montmagny.....	540	590	Long Branch.....	2,736	2,326	ALBERTA.....	13,467	11,921
Montréal.....	33,075	27,806	Midland.....	387	301	Blairmore.....	64	211
New Richmond.....	475	486	Napanee.....	343	200	Calgary.....	5,498	4,375
Port Alfred.....	345	353	New Liskeard.....	245	192	Drumheller.....	158	134
Québec.....	11,500	7,645	Newmarket.....	658	552	Edmonton.....	5,567	4,757
Rimouski.....	1,073	965	Niagara Falls.....	1,347	889	Edson.....	130	117
Rivière-du-Loup.....	1,184	954	North Bay.....	804	605	Grande Prairie.....	326	366
Roberval.....	724	824	Oakville.....	679	666	Lethbridge.....	630	961
Rouyn.....	997	881	Orillia.....	608	443	Medicine Hat.....	406	450
Ste. Agathe des Monts.....	315	308	Oshawa.....	9,423	7,843	Red Deer.....	688	550
Ste. Anne de Bellevue.....	480	496	Ottawa.....	4,884	3,925	BRITISH COLUMBIA.....	43,653	30,113
Ste. Thérèse.....	1,204	1,125	Owen Sound.....	756	458	Abbotsford.....	749	390
St. Hyacinthe.....	795	737	Parry Sound.....	122	73	Chilliwack.....	558	544
St. Jean.....	1,056	1,095	Pembroke.....	831	540	Courtenay.....	851	463
St. Jérôme.....	1,411	1,013	Perth.....	191	148	Cranbrook.....	595	355
Sept-Îles.....	1,052	846	Peterborough.....	1,714	1,435	Dawson Creek.....	552	395
Shawinigan.....	1,734	1,937	Pictou.....	130	99	Duncan.....	407	315
Sherbrooke.....	3,070	3,070	Port Arthur.....	849	882	Kamloops.....	1,292	1,121
Sorel.....	824	924	Port Colborne.....	416	253	Kelowna.....	637	500
Thetford Mines.....	1,181	1,045	Prescott.....	137	191	Nanaimo.....	1,071	561
Trois-Rivières.....	1,989	2,091	Renfrew.....	215	162	Nelson.....	406	279
Val-d'Or.....	683	749	St. Catharines.....	4,708	1,683	New Westminster.....	7,642	4,319
Valleyfield.....	1,332	981	St. Thomas.....	260	318	Penticton.....	618	719
Victoriaville.....	905	853	Sarnia.....	1,219	1,039	Port Alberni.....	437	407
Ville St. Georges.....	883	952	Sault Ste. Marie.....	1,323	1,503	Prince George.....	1,418	1,021
ONTARIO.....	102,477	84,699	Simcoe.....	522	347	Prince Rupert.....	785	583
Arnprior.....	115	97	Smiths Falls.....	190	212	Quesnel.....	412	306
Barrie.....	968	832	Stratford.....	397	184	Trail.....	376	335
Belleville.....	1,066	917	Sturgeon Falls.....	83	187	Vancouver.....	19,838	14,328
Bracebridge.....	413	282	Sudbury.....	1,891	1,602	Vernon.....	679	562
Brampton.....	958	884	Tillsonburg.....	236	239	Victoria.....	4,212	2,461
Brantford.....	1,613	1,624	Timmins.....	954	795	Whitehorse.....	118	149
Brockville.....	232	199	Toronto.....	25,560	22,653	CANADA.....	294,682	245,219
Carleton Place.....	170	130	Trenton.....	549	456	Males.....	173,431	144,812
Chatham.....	697	495	Walkerton.....	223	180	Females.....	121,251	100,407
Cobourg.....	613	425	Wallaceburg.....	206	149			
Collingwood.....	312	301	Welland.....	1,739	934			
Cornwall.....	1,251	1,276	Weston.....	1,865	1,801			
Elliot Lake.....	197	171	Windsor.....	4,507	4,047			
			Woodstock.....	334	304			

\*Preliminary †Includes registrations reported by the Iles-de-la-Madeleine, Que. local office. SOURCE: Manpower Division, Department of Manpower and Immigration.



TABLE D-3—Placements Effected, by Industry and by Sex, in September 1966 (Preliminary)

<i>Industry group</i>	<i>Male</i>	<i>Female</i>	<i>Total</i>	<i>Change from September 1965</i>
AGRICULTURE, FISHING, TRAPPING.....	13,714	3,420	17,134	— 4,108
FORESTRY.....	1,426	16	1,442	— 865
MINING, QUARRYING AND OIL WELLS.....	1,156	82	1,238	— 164
Metal mining.....	676	12	688	— 84
Fuels.....	275	41	316	+ 45
Non-metal mining.....	66	5	71	+ 3
Quarrying, clay and sand pits.....	66	4	70	— 104
Prospecting.....	73	20	93	— 24
MANUFACTURING.....	19,307	11,645	30,952	— 3,324
Foods and beverages.....	3,615	4,703	8,318	— 483
Tobacco and tobacco products.....	36	9	45	5
Rubber products.....	190	216	406	+ 83
Leather products.....	267	324	591	— 65
Textile products (except clothing).....	842	492	1,334	+ 132
Clothing (textile and fur).....	447	1,590	2,037	— 208
Wood products.....	2,613	286	2,899	— 496
Paper products.....	1,334	272	1,606	— 342
Printing, publishing and allied industries.....	703	650	1,353	— 533
Iron and steel products.....	3,580	519	4,099	537
Transportation equipment.....	1,758	387	2,145	— 501
Non-ferrous metal products.....	537	237	774	— 159
Electrical apparatus and supplies.....	1,032	828	1,860	+ 159
Non-metallic mineral products.....	813	82	895	— 68
Products of petroleum and coal.....	52	23	75	— 6
Chemical products.....	707	273	980	— 193
Miscellaneous manufacturing industries.....	781	754	1,535	— 102
CONSTRUCTION.....	14,300	227	14,527	— 2,189
General contractors.....	9,801	141	9,942	— 1,324
Special trade contractors.....	4,499	86	4,585	— 865
TRANSPORTATION, STORAGE AND COMMUNICATION.....	6,564	375	6,939	— 1,169
Transportation.....	5,888	201	6,089	— 756
Storage.....	562	50	612	— 359
Communication.....	114	124	238	— 54
PUBLIC UTILITY OPERATION.....	326	46	372	— 132
TRADE.....	10,161	5,516	15,677	— 2,323
Wholesale.....	4,790	1,474	6,264	— 666
Retail.....	5,371	4,042	9,413	— 1,657
FINANCE, INSURANCE AND REAL ESTATE.....	616	1,251	1,867	+ 4
SERVICE.....	11,174	14,409	25,583	— 2,108
Community or public service.....	1,302	1,985	3,287	+ 45
Government service.....	2,881	1,161	4,042	— 149
Recreation service.....	1,140	288	1,428	— 123
Business service.....	1,854	834	2,688	— 174
Personal service.....	3,997	10,141	14,138	— 1,707
GRAND TOTAL.....	78,744	36,987	115,731	— 16,378

SOURCE: Manpower Division, Department of Manpower and Immigration.

## E—Unemployment Insurance

Unemployment insurance statistics are concerned with numbers of persons covered by insurance and claimants for benefit at Unemployment Insurance Commission local offices. The data are compiled in the Unemployment Insurance Section, Dominion Bureau of Statistics, from information supplied by

the UIC. The source for Tables E-1 to E-4 is *The Statistical Report on the Operation of the Unemployment Insurance Act*, published by the DBS. For further information regarding the nature of the data see Technical Note, page 646, November issue.

**TABLE E-1—Estimates of the Insured Population, 1961–66**

	January	February	March	April	May	June
000's						
<i>Total Insured</i>						
1961.....					4,021.4	3,892.0
1962.....	4,113.0	4,114.0	4,101.0	4,019.0	4,084.1	3,984.0
1963.....	4,226.0	4,228.0	4,210.0	4,142.0	4,113.4	4,071.0
1964.....	4,299.0	4,301.0	4,309.0	4,249.0	4,169.8	4,170.0
1965.....	4,389.0	4,402.0	4,423.0	4,395.0	4,256.6	4,229.0
1966.....	4,482.0	4,506.0	4,498.0	4,465.0	4,404.0	
<i>Employed</i>						
1961.....					3,505.8	3,625.1
1962.....	3,414.5	3,395.3	3,413.5	3,454.5	3,653.3	3,769.7
1963.....	3,522.9	3,507.5	3,524.7	3,576.1	3,728.8	3,850.7
1964.....	3,700.4	3,693.9	3,711.7	3,751.3	3,836.2	3,968.1
1965.....	3,841.2	3,842.8	3,884.0	3,932.1	3,921.2	4,048.3
1966.....	3,970.2	3,975.5	4,000.0	4,051.1	4,186.4	
<i>Claimants</i>						
1961.....					515.6*	266.9
1962.....	698.5	718.7	687.5	564.5	430.8*	214.3
1963.....	703.1	720.5	685.3	565.9	384.6*	220.3
1964.....	598.6	607.1	597.3	497.7	333.6*	201.9
1965.....	547.8	559.2	539.0	462.9	335.4*	180.7
1966.....	511.8	530.5	498.0	413.9	217.6	

	July	August	September	October	November	December
000's						
<i>Total Insured</i>						
1961.....	3,912.0	3,926.0	3,902.0	3,925.0	4,002.0	4,109.0
1962.....	4,002.0	4,033.0	3,998.0	4,003.0	4,097.0	4,196.0
1963.....	4,075.0	4,128.0	4,110.0	4,112.0	4,167.0	4,299.0
1964.....	4,213.0	4,262.0	4,238.0	4,237.0	4,294.0	4,379.0
1965.....	4,268.0	4,313.0	4,287.0	4,286.0	4,365.0	4,444.0
1966.....						
<i>Employed</i>						
1961.....	3,656.7	3,696.7	3,672.8	3,656.3	3,616.0	3,507.8
1962.....	3,790.0	3,834.3	3,800.2	3,758.9	3,722.8	3,604.0
1963.....	3,856.0	3,935.5	3,923.7	3,893.1	3,863.6	3,766.7
1964.....	4,007.7	4,080.0	4,064.4	4,022.5	4,019.5	3,900.8
1965.....	4,083.6	4,140.5	4,129.7	4,115.6	4,120.4	4,026.0
1966.....						
<i>Claimants</i>						
1961.....	255.3	229.3	229.2	268.7	386.0	601.2
1962.....	212.0	198.7	197.8	244.1	374.2	592.0
1963.....	219.0	192.5	186.3	218.9	303.4	532.3
1964.....	205.3	182.0	173.6	214.5	274.5	478.2
1965.....	184.4	172.5	157.3	170.4	244.6	418.0
1966.....						

\*The number of persons reporting to local offices as claimants during book renewal.

For other months the claimants are as shown in Table E-3



**TABLE E-2—Claimants Currently Reporting to Local Offices by Number of Weeks on Claim, Province and Sex, at August 31, 1966**

Province and Sex	Total Claimants	Number of Weeks on Claim (based on 20 per cent sample)				Total Claimants	
		1-4	5-13	14-26	27 or more*	July 31 1966	Aug. 31 1965
CANADA.....	187,172	76,076	58,716	31,872	20,508	195,996	172,451
Male.....	113,175	50,537	35,622	16,099	10,917	115,472	102,756
Female.....	73,997	25,539	23,094	15,773	9,591	80,524	69,695
Newfoundland.....	4,875	1,675	1,787	857	556	4,749	3,500
Male.....	3,535	1,299	1,346	537	353	3,449	2,407
Female.....	1,340	376	441	320	203	1,300	1,093
Prince Edward Island.....	739	355	224	89	71	755	700
Male.....	483	261	170	20	32	486	430
Female.....	256	94	54	69	39	269	270
Nova Scotia.....	8,940	3,063	2,446	1,848	1,583	8,806	7,903
Male.....	6,176	2,290	1,683	1,210	993	5,971	5,483
Female.....	2,764	773	763	638	590	2,835	2,420
New Brunswick.....	7,810	3,118	2,324	1,429	939	8,072	6,516
Male.....	5,436	2,316	1,599	993	528	5,610	4,365
Female.....	2,374	802	725	436	411	2,462	2,151
Quebec.....	53,132	21,370	15,732	10,298	5,732	58,684	51,900
Male.....	32,040	14,176	9,084	5,516	3,264	35,493	32,846
Female.....	21,092	7,194	6,648	4,782	2,468	23,191	19,054
Ontario.....	76,561	30,937	27,411	10,700	7,513	80,634	68,883
Male.....	45,649	19,671	17,490	4,715	3,773	46,354	40,379
Female.....	30,912	11,266	9,921	5,985	3,740	34,280	28,504
Manitoba.....	5,138	1,894	1,443	1,098	703	5,651	6,158
Male.....	2,316	890	624	429	373	2,716	3,042
Female.....	2,822	1,004	819	669	330	2,935	3,116
Saskatchewan.....	3,024	1,126	749	672	477	3,119	3,070
Male.....	1,267	536	238	265	228	1,257	1,197
Female.....	1,757	590	511	407	249	1,862	1,873
Alberta.....	5,652	2,347	1,438	1,200	667	6,321	6,515
Male.....	2,894	1,319	648	594	333	3,231	3,097
Female.....	2,758	1,028	790	606	334	3,090	3,418
British Columbia.....	21,301	10,191	5,162	3,681	2,267	19,205	17,306
Male.....	13,379	7,779	2,740	1,820	1,040	10,905	9,510
Female.....	7,922	2,412	2,422	1,861	1,227	8,300	7,796

\*The bulk of the cases in this group were on claim from 27-39 weeks. NOTE: Values less than 50 subject to relatively large sampling variability.

**TABLE E-3—Initial and Renewal Claims for Benefit, by Province, August 1966**

Province	Claims Filed at Local Offices			Disposal of Claims and Claims Pending at the End of Month			
	Total*	Initial	Renewal	Total Disposed of†	Entitled to Benefit	Not Entitled to Benefit	Pending
Newfoundland.....	1,464	1,060	404	1,397	809	588	635
Prince Edward Island.....	328	235	93	284	179	105	129
Nova Scotia.....	3,374	2,299	1,075	3,152	1,902	1,250	1,131
New Brunswick.....	2,846	2,080	766	2,730	1,720	1,010	1,028
Quebec.....	22,666	15,740	6,926	25,307	14,801	10,506	8,153
Ontario.....	36,149	29,820	6,329	39,160	17,316	21,844	12,505
Manitoba.....	1,635	1,306	329	1,618	979	639	578
Saskatchewan.....	1,064	878	186	929	532	397	425
Alberta.....	2,924	2,236	688	2,557	1,561	996	1,154
British Columbia (including Yukon Territory).....	11,187	7,139	4,048	8,846	5,532	3,314	4,904
Total, Canada, August 1966.....	83,637	62,793	20,844	85,980	45,331	40,649	30,642
Total, Canada, July 1966.....	87,068	58,856	28,212	80,855	42,547	38,308	32,985
Total, Canada, August 1965.....	83,866	58,592	25,274	97,993	50,617	47,376	29,334

\*In addition, revised claims received numbered 30,593. †In addition, 30,324 revised claims were disposed of. Of these 2,693 were special requests not granted and 1,216 were appeals by claimants. There were 7,853 revised claims pending at the end of the month.

**TABLE-4—Benefit Payments, by Province, August 1966 (see p. 776).**

## F—Prices

**TABLE F-1—Total and Main Components of the Consumer Price Index**

	<i>Total</i>	<i>Food</i>	<i>Housing</i>	<i>Clothing</i>	<i>Trans- portation</i>	<i>Health and Personal Care</i>	<i>Recreation and Reading</i>	<i>Tobacco and Alcohol</i>
(1949=100)								
1961—Year.....	129.2	124.0	133.2	112.5	140.6	155.3	146.1	116.3
1962—Year.....	130.7	126.2	134.8	113.5	140.4	158.3	147.3	117.8
1963—Year.....	133.0	130.3	136.2	116.3	140.4	162.4	149.3	118.1
1964—Year.....	135.4	132.4	138.4	119.2	142.0	167.8	151.8	120.2
1965—Year.....	138.7	135.9	140.9	121.4	147.3	175.5	154.3	122.3
1965—October.....	139.3	135.7	141.6	123.2	148.7	177.0	154.2	122.6
November.....	140.2	138.2	142.0	123.7	148.7	177.9	155.0	122.3
December.....	140.8	139.6	142.4	123.8	148.8	177.9	155.4	122.3
1966—January.....	141.2	140.6	142.9	122.7	149.1	178.1	155.4	123.1
February.....	142.1	142.5	143.1	123.3	150.0	178.1	156.4	123.4
March.....	142.4	143.4	143.3	124.2	150.0	178.1	156.6	123.4
April.....	143.2	143.7	143.7	125.3	150.7	179.2	157.6	125.0
May.....	143.4	143.8	144.2	125.0	151.1	180.7	159.2	125.1
June.....	143.8	144.2	144.4	125.3	151.2	181.2	159.3	125.1
July.....	144.3	146.0	144.8	125.2	151.2	181.0	159.3	125.1
August.....	144.9	148.1	145.0	124.8	150.6	181.3	159.6	125.1
September.....	145.1	147.1	145.4	127.0	151.2	181.3	158.8	126.4
October.....	145.3	145.6	146.1	129.2	151.1	182.7	159.2	126.4

NOTE: 1957 weighted.

Calculated by the Prices Division, DBS.

**TABLE F-2—Consumer Price Indexes for Regional Cities of Canada at the Beginning of September, 1966**

	<i>All-Items</i>			<i>Food</i>	<i>Housing</i>	<i>Clothing</i>	<i>Trans- portation</i>	<i>Health and Personal Care</i>	<i>Recreation and Reading</i>	<i>Tobacco and Alcohol</i>
	<i>September 1965</i>	<i>August 1966</i>	<i>September 1966</i>							
	(1949=100)									
St. John's, Nfld.*.....	123.1	127.1	126.5	127.1	117.6	119.3	122.2	167.7	149.6	117.9
Halifax.....	134.8	139.0	138.9	139.3	137.7	135.8	139.6	176.9	172.5	128.2
Saint John.....	137.5	141.8	141.9	144.8	136.1	135.2	148.1	204.2	158.1	129.0
Montreal.....	138.1	142.6	142.9	151.8	138.7	117.1	167.3	187.9	160.8	129.6
Ottawa.....	139.0	145.2	145.3	149.2	140.4	132.5	166.8	190.5	153.3	134.2
Toronto.....	141.1	147.9	148.2	148.4	146.8	136.3	151.8	181.2	196.8	131.2
Winnipeg.....	135.3	140.1	140.5	146.0	131.1	132.5	141.7	194.8	150.8	140.1
Saskatoon-Regina.....	132.2	136.7	137.0	143.9	129.9	140.1	138.1	159.3	152.0	126.8
Edmonton-Calgary.....	130.9	135.4	135.9	138.5	130.2	136.6	136.3	182.7	148.4	122.5
Vancouver.....	135.8	139.0	139.6	142.2	136.9	129.9	152.8	159.8	156.1	124.9

\*St. John's index on the base June 1951 = 100. NOTE: Indexes above measure percentage changes in prices over time in each city and should not be used to compare actual levels of prices as between cities.



## G—Strikes and Lockouts

Statistical information on work stoppages in Canada is compiled by the Economics and Research Branch of the Canada Department of Labour on the basis of reports from the Manpower Division, Department of Manpower and Immigration. The first three tables in this section cover strikes and lockouts that amount to ten or more man-days. The number of workers

involved includes all workers reported on strike or locked out, whether or not they all belonged to the union directly involved in the disputes leading to the work stoppages. Workers indirectly affected, such as those laid off as a result of a work stoppage, are not included. For further notes on the series, see page 492, August issue.

**TABLE G-1—Strikes and Lockouts, 1961–1966**

Month or Year	Strikes and Lockouts in Existence During Month or Year				
	Strikes and Lockouts Beginning During Month or Year	Strikes and Lockouts	Workers Involved	Duration in Man-Days	
				Man-Days	Per Cent of Estimated Working Time
1961.....	272	287	97,959	1,335,080	0.11
1962.....	290	311	74,332	1,417,900	0.11
1963.....	318	332	83,428	917,410	0.07
1964.....	327	343	100,535	1,580,550	0.11
*1965.....	452	476	171,858	2,323,750	0.17
*1965—September.....	46	92	21,012	216,080	0.18
October.....	39	87	16,080	161,560	0.15
November.....	29	78	11,387	107,760	0.08
December.....	21	58	9,185	86,460	0.07
*1966—January.....	32	66	15,878	139,450	0.12
February.....	33	76	18,403	237,920	0.21
March.....	54	90	30,079	354,250	0.27
April.....	64	108	50,838	441,130	0.38
May.....	54	95	28,465	332,450	0.27
June.....	51	102	42,519	389,730	0.29
July.....	62	108	83,195	812,720	0.65
August.....	73	132	214,752	1,092,790	0.82
September.....	63	118	159,867	699,630	0.55

\*Preliminary.

**TABLE G-2—Strikes and Lockouts, September 1966, by Industry (Preliminary)**

Industry	Strikes and Lockouts	Workers Involved	Man-Days
Forestry.....	2	556	1,670
Mines.....	7	16,980	58,370
Manufacturing.....	62	17,154	246,250
Construction.....	22	3,474	24,860
Transpn. & utilities.....	12	120,404	356,550
Trade.....	5	787	6,970
Finance.....	—	—	—
Service.....	5	275	1,480
Public administration.....	3	237	3,480
ALL INDUSTRIES.....	118	159,867	699,630

**TABLE G-3—Strikes and Lockouts, September 1966, by Jurisdiction (Preliminary)**

Jurisdiction	Strikes and Lockouts	Workers Involved	Man-Days
Newfoundland.....	3	625	7,630
Prince Edward Island.....	1	90	1,950
Nova Scotia.....	1	372	8,340
New Brunswick.....	3	778	910
Quebec.....	22	5,576	90,630
Ontario.....	59	27,782	174,520
Manitoba.....	2	464	9,550
Saskatchewan.....	4	1,622	6,960
Alberta.....	6	959	17,010
British Columbia.....	12	2,749	39,590
Federal.....	5	118,850	342,540
ALL JURISDICTIONS.....	118	159,867	699,630

**TABLE G-4—Strikes and Lockouts Involving 100 or More Workers, September (Preliminary)**

Industry, Employer — Location	Union	Workers Involved	Duration in Man-Days		Starting Date — Termination Date	Major Issues — Result
			September	Accumulated		
FORESTRY						
The E. B. Eddy Co., Maniwaki, Que.	Carpenters Loc. 2817 (AFL-CIO /CLC)	370	370	370	Sept. 8 Sept. 9	Dissatisfaction with camp accom- modation—Return of workers.
Crown Zellerbach Bldg. Materials Ltd., Courtenay, B.C.	Woodworkers Loc. 1-363 (AFL-CIO /CLC)	186	1,300	1,300	Sept. 8 Sept. 19	Dispute over marshalling point— Return of workers.
MINES						
Metal						
Quebec Iron & Titanium Co., Hâvre St-Pierre, Que.	Steelworkers Loc. 4466 (AFL-CIO /CLC)	209	4,390	11,360	July 16 —	Wages, health and welfare plan, statutory holidays, vacations—
Solbec Copper Mines Ltd., Stratford Centre, Ct� Wolfe, Que.	Steelworkers Loc. 6256 (AFL-CIO /CLC)	160	2,430	2,430	Sept. 9 —	Wages—
International Nickel Co. of Canada Ltd., Sudbury and area, Ont.	Steelworkers Loc. 6500 (AFL-CIO /CLC)	15,767	47,300	47,300	Sept. 14 Sept. 17	Delay in new contract negotiations —Return of workers when agree- ment reached
Kidd Copper Mines, Worthington, Ont.	Mine, Mill and Smelter Workers Loc. 598 (Ind.)	142	1,420	1,420	Sept. 19 —	Delay in signing new agreement—
Denison Mines Ltd.,* Elliot Lake, Ont.	Steelworkers Loc. 5762 (AFL-CIO /CLC)	618	990	990	Sept. 22 Sept. 26	Workers dissatisfaction with equip- ment—Return of workers.
MANUFACTURING						
Food and Beverages						
Canada Packers Ltd., Toronto, Ont.	Packinghouse Workers Loc. 114 (AFL-CIO /CLC)	1,697	35,640	95,690	July 18 —	Wages, hours—
Calgary Packers, Calgary, Alta.	Packinghouse Workers Loc. 421 (AFL-CIO /CLC)	205	4,310	10,620	July 20 —	Wages, fringe benefits—
Canada Packers Ltd., Montreal, Que.	Packinghouse Workers Loc. 357 (AFL-CIO /CLC)	803	16,860	40,950	July 20 —	Wages, hours, vacations—
Canada Packers Ltd., Hull, Que.	Packinghouse Workers Loc. 314 (AFL-CIO /CLC)	207	4,350	11,980	July 20 —	Wages, hours—
Canada Packers Ltd., Winnipeg, Man.	Packinghouse Workers Loc. 216 (AFL-CIO /CLC)	365	7,670	27,020	July 20 —	Wages, hours—
Canada Packers Ltd., Edmonton, Alta.	Packinghouse Workers Loc. 243 (AFL-CIO /CLC)	425	11,300	29,500	July 20 —	Wages, hours—
Coronation Foods Corp., Ste-Th�r�se, Que.	CLC directly chartered	103	520	520	Sept. 26 —	Union recognition—
Textiles						
Cosmos Imperial Mills Limited, Yarmouth, N.S.	United Textile Workers Loc. 152 (AFL-CIO /CLC)	372	8,340	25,500	July 5 —	Wages, hours—
Millhaven Fibres Limited, Millhaven, Ont.	Oil Workers Locs. 9670 & 9692 (AFL-CIO /CLC)	795	16,700	45,060	July 12 —	Wages, fringe benefits—
Rubber						
Dominion Rubber Co. Ltd., St-J�r�me, Que.	Rubber Workers Loc. 642 (AFL-CIO /CLC)	1,200	25,200	33,600	Aug. 23 —	Wages, holidays, hours, vaca- tions—



**TABLE G-4—Strikes and Lockouts Involving 100 or More Workers, September (Preliminary) (Continued)**

Industry, Employer — Location	Union	Workers Involved	Duration in Man-Days		Starting Date — Termination Date	Major Issues — Result
			September	Accumulated		
<i>Wood</i>						
Dominion Ayers Ltd., Lachute, Que.	Building Workers' Federation (CNTU)	233	4,890	10,060	Aug. 3 —	Wages, working conditions—
Northern Wood Preservers Limited, Port Arthur, Ont.	Carpenters Loc. 2827 (AFL-CIO/CLC)	251	1,000	4,250	Aug. 16 Sept. 8	Wages, fringe benefits—60c an hr. increase over 30 mo. contract; other benefits.
Several lumber firms, Quebec and area, Que.	Wood Workers' Federation (CNTU)	229	950	950	Sept. 12 Sept. 19	Wages, hours, working conditions, union security, seniority, vacations —Retroactive bonus of \$50. 15c an hr. increase immediately, 15c Apr. 1, 1967, 10c Apr. 1, 1968; reduc- tion in hours from 48 to 45 hours per wk., other improved benefits.
Armstrong Cork Canada Limited, Montreal, Que.	Chemical Workers (CNTU)	252	5,290	5,290	Sept. 13 —	Wages in a first agreement—
<i>Paper</i>						
Columbia Cellulose Co. Ltd., Prince Rupert, B.C.	Pulp and Paper Workers Loc. 4 (Ind.)	722	12,270	12,270	Sept. 8 —	Alleged unjust dismissal of six workers—
<i>Printing and Publishing</i>						
The Star, Telegram and Globe & Mail, Toronto, Ont.	Typographical Union Loc. 91 (AFL-CIO/CLC)	382	8,110	252,850	July 9 1964	Working conditions as affected by computers, job security, union membership of foremen—
<i>Primary Metals</i>						
Ontario Malleable Iron Co. Ltd., Oshawa, Ont.	Steelworkers Loc. 1500 (AFL-CIO/CLC)	498	10,460	38,470	June 15 —	Wages, welfare benefits—
The Wabi Iron Works Ltd., New Liskeard, Ont.	Steelworkers Loc. 4354 (AFL-CIO/CLC)	205	4,310	10,190	July 21 —	Wages—
International Nickel Co. of Canada, Port Colborne, Ont.	Steelworkers Loc. 6200 (AFL-CIO/CLC)	1,735	6,940	6,940	Sept. 12 Sept. 15	Employees refusal of new contract —Return of workers.
<i>Metal Fabricating</i>						
Dominion Magnesium Limited, Haley, Ont.	Steelworkers Loc. 4632 (AFL-CIO/CLC)	334	7,390	19,860	July 15 —	Signing of a new agreement—
Westeel-Roscoe Limited, Saskatoon, Sask.	Steelworkers Loc. 4235 (AFL-CIO/CLC)	108	1,080	1,300	Aug. 30 Sept. 16	Wages—Return of Workers.
<i>Machinery</i>						
Truscon Division, LaSalle, Que.	Steelworkers Loc. 5063 (AFL-CIO/CLC)	250	2,500	2,500	Sept. 19 —	Wages—
<i>Transportation Equipment</i>						
General Motors of Canada Ltd., Ste-Thérèse Ouest, Que.	Auto Workers Loc. 1163 (AFL-CIO/CLC)	735	15,440	15,440	Sept. 1 —	Wages, working conditions, in first agreement—
American Motors (Canada) Ltd., Brampton, Ont.	Auto Workers Loc. 1285 (AFL-CIO/CLC)	1,300	5,850	5,850	Sept. 20 Sept. 26	Hiring of outside workers—Return of workers.
General Motors of Canada Ltd., Oshawa, Ont.	Auto Workers Loc. 222 (AFL-CIO/CLC)	149	70	70	Sept. 21 Sept. 22	Alleged grievance—Return of workers.

**TABLE G-4—Strikes and Lockouts Involving 100 or More Workers, September (Preliminary) (Continued)**

Industry, Employer — Location	Union	Workers Involved	Duration in Man-Days		Starting Date	Major Issues — Result
			September	Accumulated	Termination Date	
<i>Electrical Products</i>						
Iberville Fittings (1962) Limited, St. Jean, Que.	Steelworkers Loc. 3953 (AFL-CIO/CLC)	177	530	13,640	May 18 Sept. 6	Wages, hours—Wage increases now; reduction in hours from 41¼ to 40 hours per wk. eff. Feb. 1, 1967, 3 weeks vacation after 12 years, 4 weeks after 23 years eff. Feb. 1, 1967, other benefits.
Northern Electric Company Ltd., London, Ont.	Northern Electric Employees Unit 5 (Ind.)	1,288	5,150	5,150	Sept. 27 —	Wages—
<i>Chemical Products</i>						
Sterling Drugs Ltd., Aurora, Ont.	Oil Workers Loc. 9435 (AFL-CIO/CLC)	195	2,150	10,450	July 5 Sept. 19	Wages, fringe benefits—42c an hr. increase over a 2-yr. agreement.
Eddy Match Co. Ltd., Pembroke, Ont.	Carpenters Loc. 3175 (AFL-CIO/CLC)	152	910	2,580	Aug. 17 Sept. 12	Wages, hours—4c an hr. increase immediately, 4c an hr. Apr. 1, 1967, 4c Sept. 1, 1967; reduction in hours from 45-40, other improved benefits.
Uniroyal Ltd., (Naugatuck Chemicals) Elmira, Ont.	District 50 (U.M.W.A.) Loc. 13691 (Ind.)	170	680	680	Sept. 23 Sept. 29	Wages—Wage increase 6½% first yr., 5½% 2nd-yr., shift premium increase 2c per hr. for evening and night, 10 statutory holidays, im- proved vacations.
CONSTRUCTION						
Various construction contractors Province-wide, British Columbia.	Various unions	1,150	18,400	49,900	Aug. 3 Sept. 26	Wages, hours—40c an hr. increase over a 2-yr. agreement; reduction in hours from 40 to 37½ per wk., eff. Oct. 1, 1967.
Mactaquac Constructors, Keswick, N.B.	Plumbers Loc. 772 (AFL-CIO/CLC)	188	560	560	Sept. 2 Sept. 8	Company refusal to admit dis- missed worker to project site— Return of workers.
Ralph M. Parsons Construction Co. Ltd., Hoyle, Ont.	Plumbers Loc. 800 (AFL-CIO/CLC)	220	330	330	Sept. 10 Sept. 13	Alleged management interference —Return of Workers.
Carter-Pentagon Construction, Port Cartier, Que.	CNTU	250	1,000	1,000	Sept. 12 Sept. 19	Working conditions—Return of some workers, replacement of others.
Canada Iron Co., Talbotville, Ont.	Structural Iron Workers Loc. 700 (AFL-CIO/CLC)	135	70	70	Sept. 13 Sept. 14	Intra-union dispute over election of steward—Return of workers.
Lundrigan's Limited, Various locations, Newfoundland.	Unorganized	300	900	900	Sept. 14 Sept. 19	Wages, hours—Return of workers.
Quigley Construction Company Ltd., Hamilton, Ont.	Teamsters Loc. 879 (Ind.)	120	1,200	1,200	Sept. 17 —	Wages, union security—
Mace Limited, Belledune, N.B.	Plumbers Loc. 512 (AFL-CIO/CLC)	550	180	180	Sept. 19 Sept. 19	Hiring workers from outside the province—Return of workers.
Poole-Comstock, Wabamun, Alta.	Plumbers Loc. 488 (AFL-CIO/CLC)	150	380	380	Sept. 28 —	Alleged unjust dismissal of three workers—
TRANSPORTATION & UTILITIES						
<i>Transportation</i>						
Taggart Services Ltd.,* Various locations, Ontario and Quebec	Teamsters, various locals (Ind.)	215	4,230	7,590	Aug. 3	Signing of agreement



**TABLE G-4—Strikes and Lockouts Involving 100 or More Workers, September (Preliminary) (Concluded)**

Industry, Employer — Location	Union	Workers Involved	Duration in Man-Days		Starting Date — Termination Date	Major Issues — Result
			September	Accumulated		
Various Railway Companies,* Canada-wide	Various unions	118,000	337,140	766,090	Aug. 26 Sept. 5	Wages, hours, fringe benefits— 18% wage increase spread over a 2-yr. agreement.
<i>Communication</i>						
Avalon Telephone Company, Limited, Province-wide, Newfoundland.	I.B.E.W. Loc. 1615 (AFL-CIO/CLC)	314	6,590	7,530	Aug. 29	Wages—
<i>Power, Gas and Water</i>						
Saskatchewan Power Corporation, Various locations, Saskatchewan.	Oil Workers Loc. 649 (AFL-CIO/CLC)	1,361	5,440	5,440	Sept. 2 Sept. 12	Wages—4% wage increase.
<i>Transportation</i>						
Pacific Great Eastern Railway Company, Vancouver, B.C.	Various unions	387	1,940	1,940	Sept. 26	Wages—
<b>TRADE</b>						
Crane Canada Limited, Port Hope, Ont.	Steelworkers Loc. 4115 (AFL-CIO/CLC)	216	4,540	13,870	June 30	Wages, welfare benefits, vacation—
Several Brewers Retail Warehouses Co. Ltd., Various locations, Ont.	Brewery Workers Various locals (AFL-CIO/CLC)	521	1,510	1,510	Sept. 12 Sept. 16	Dispute over Company hiring practices—Return of workers.
<b>SERVICE</b>						
<i>Education</i>						
School District # 24, Kamloops, B.C.	Public Employees Loc. 900 (CLC)	140	700	700	Sept. 2 Sept. 9	Wages—19% wage increase over a 2-yr. agreement.

\*Federal Jurisdiction.

**TABLE E-4—Benefit Payments, by Province, August 1966**

Province	Weeks Paid*	Amount of Benefit Paid
Newfoundland.....	12,963	\$ 314,020
Prince Edward Island.....	1,903	42,185
Nova Scotia.....	23,621	539,643
New Brunswick.....	20,897	484,218
Quebec.....	154,370	3,591,716
Ontario.....	188,560	4,553,395
Manitoba.....	17,314	376,658
Saskatchewan.....	9,593	206,542
Alberta.....	18,043	412,226
British Columbia (incl. Yukon Territory).....	53,636	1,300,817
Total, Canada, August 1966.....	500,900	11,821,420
Total, Canada, July 1966.....	576,902	13,661,091
Total, Canada, August 1965.....	546,764	12,790,935

\*Weeks paid represents the total of complete and partial weeks of benefit paid during the month.

















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